

# Felhaber Larson Fenlon & Vogt

*A Professional Association - Attorneys At Law*



## Paul J. Zech

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Minnesota State Bar Association

**Certified ▲ Specialist**

Labor and Employment Law

Paul Zech is Secretary on the firm's management committee and past chair of Felhaber's Labor and Employment section. He has significant experience in all aspects of labor relations law and employment law – particularly in the area of employment related litigation. This includes the full range of labor and employment issues, from all National Labor Relations Board proceedings, labor negotiations and arbitrations, to lawsuits based on breach of contract, defamation, discrimination and wrongful termination. He has extensive expertise in handling complex litigation in the area of employment discrimination claims and has handled a number of constitutional law challenges in and out of the labor law arena. Mr. Zech has also worked extensively as a neutral mediator in dozens of successful mediations of employment disputes.

Mr. Zech has been named by his peers as one of the Top 40 Labor and Employment Law Attorneys and Mediators in Minnesota multiple years, as recognized in *Minnesota Law & Politics*. Mr. Zech was also appointed to the Top 40 ADR list by *Minnesota Law & Politics* this year. He has been appointed to the Top 100 Super Lawyers® list, recognized by *Minnesota Law & Politics*, three times in the past six years. He was one of the top vote-getters overall in this annual survey, selected by his peers. Mr. Zech has lectured extensively on labor and employment issues, both locally and nationally.

### Practice Areas

- [Labor and Employment Law](#)
  - Employment Litigation
  - National Labor Relations Board Proceedings
  - Labor Relations Law
  - Employment Arbitration
  - Breach of Contract
  - Defamation
  - Employment Discrimination
  - Wrongful Termination Cases

### Industry Specialties

- Health Care Labor and Employment Law
  - Hospitals
  - Nursing Homes/Long Term Care
  - Clinics
- Financial Services/Insurance
- Hospitality (Hotels, Restaurants)
- Licensed Beverage Industry
- Manufacturing

### Representative Cases/Practice Activities

- Labor Negotiations for Health Care, Hospital Clients (from 15 to 1000 bed facilities)
- Labor Arbitration Cases for all industries; Grievance and Interest
- Employment Litigation Defense

- Discrimination
- Multi-party
- Wrongful Termination
- Defamation
- Class Action

## Education

- J.D., William Mitchell College of Law, *cum laude*, 1984
- B.A., University of Minnesota, 1980

## Bar Admission

- Minnesota, 1984
- North Dakota, 1991
- United States Supreme Court, 1992
- United States District Court (Minnesota), 1984
- Eighth U.S. Circuit Court of Appeals, 1985
- Seventh U.S. Circuit Court of Appeals, 1986
- Third U.S. Circuit Court of Appeals, 1998



## Professional Certifications, Awards and Designations

- Certified Labor and Employment Specialist in Minnesota by the MSBA
- Qualified Neutral, Pursuant to Rule 114 of the General Rules of Practice
- Included in "Best Lawyers in America", 2003-2011
- Consistently appointed as Leader in his Field by the *Chambers USA Guide*
- Super Lawyer®, *Minnesota Law & Politics* and *Minneapolis/St. Paul Magazine*, 2002-2010
- Rated "AV" (highest rating) by Martindale Hubbell Legal Directory

## Professional Activities and Memberships

- American Bar Association, Labor and Employment Section, Member 1984 to present
- Hennepin County Bar Association, Member 1985 to present
- Minnesota State Bar Association, Member 1984 to present, Labor and Employment Law Section, Member 1989 to present; Chairman, 1993-94
- Section of Dispute Resolution, American Bar Association, Member 1997 to Present

## Legal Publications

- "Federal Preemption and State Exclusive Remedy Issues in Employment Litigation," 72 N.D.L.Rev. 325 (1996)
- "Covenant of Good Faith and Fair Dealing," *Bench and Bar Minnesota*, April 1986 (Recipient of MSBA Author's Award)

## Speaking Engagement Topics

- Labor and Labor Relations Law Developments
- Collective Bargaining Trends
- Trends in Union Organizing Activities
- Trends in Labor Arbitration
- All Employment Law Topics:
  - Breach of Contract
  - Discrimination
  - Harassment
  - FLSA
  - FMLA
  - Defamation
  - Employment Litigation Trends
  - Risk Management
  - Litigation Avoidance
  - Wrongful Termination