



952-896-3312 *direct*
952-842-1710 *fax*
charristhal@larkinhoffman.com

Areas of Law

Employment Law
Labor Law
Business Litigation

Bar Admissions

Wisconsin, 2006
Minnesota, 1986
U.S. District Court, Minnesota
U.S. District Court,
Eastern District of Wisconsin
U.S. Supreme Court

Education

University of Minnesota Law School
Minneapolis, MN; 1986 J.D.

Hamline University
St. Paul, MN; 1983 B.S.

Christopher J. Harristhal

Christopher J. Harristhal counsels businesses on employment law matters and litigation as well as other areas of business litigation. His clients range from manufacturing companies to the service industry. He practices in multiple states, has appeared in numerous federal courts and is admitted to the U.S. Supreme Court. He also conducts training for managers and human resources professionals.

Representative Experience:

Litigation

- Chris succeeded in convincing the Minnesota Supreme Court to decide, in the landmark case of *McBee v. Team Industries*, that the Minnesota Human Rights Act does not require employers to engage in an interactive process with disabled workers before deciding what, if any, level of accommodation is necessary for disabled employees.
- In a construction industry labor arbitration, Chris secured a pro-management decision upholding the dismissal of a union member based upon a single incident of misconduct.
- When Wells Fargo Insurance Services sought a temporary restraining order against a competitor and former insurance producer in Minnesota federal court, Chris successfully defeated the request for injunctive relief so as to allow the employee and new employer to continue competing with Wells Fargo Insurance.
- Chris secured an order prohibiting a former employee, and his new employer, from working together in the geographic territory restricted by a non-compete agreement, despite allegations that the two business were not “competitors.”
- After a major workforce reduction, Chris helped a Minnesota-based manufacturing company to evaluate WARN Act issues, determine trigger points for notification, and prepare notices to the appropriate agencies and workers.
- Chris advised a school district when one of its teachers accused the district of violating the Americans with Disabilities Act and Age Discrimination in Employment Act.
- Faced with claims of sexual harassment, assault and battery, and vicarious liability, a client in the healthcare industry contacted Chris.
- When an international distribution company needed advice about its rights related to withdrawal from a selling group, the company asked Chris for assistance.
- Chris successfully defended a large institutional client against accusations under Title VII and the Age Discrimination in Employment Act.
- Chris secured a \$1 million verdict in favor of an internet service provider (ISP) that had been targeted by a computer hacker who gained access to its internal domain structure, posted information publicly and provided the information to a competing ISP.

Christopher J. Harristhal

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Counseling

- Chris routinely prepares agreements dealing with noncompetition, trade secrets and executive employment.
- Companies and trade groups frequently come to Chris for training of their human resource personnel on issues dealing with disability accommodation, nondiscrimination obligations, wage & hour issues and harassment investigations.
- Human resource and upper management regularly consult with Chris over challenging employment termination decisions, particularly where challenges based on discrimination, breach of contract or retaliation may arise.
- Chris has prepared policies in numerous new areas of employment law including criminal background policies, Minnesota's Women's Economic Security Act policies, the Federal Defend Trade Secrets Act policies, and a social media policy for a Fortune 500 Company for use nationwide.