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Areas of Law

Labor & Employment
Nonprofit and Tax-Exempt
Organizations
Education

Bar Admissions

Minnesota
Wisconsin
United States Court of Appeals - 8th
Circuit
United States District Court - Minnesota
Minnesota Supreme Court
United States District Court - Georgia
(Inactive)
Georgia Supreme Court (Inactive)

Education

Emory University School of Law Atlanta
GA; 1976
J.D.

University of Rochester
Rochester, NY; 1973
B.A., with distinction

Certification

Labor and Employment Law Specialist,
certified by the Minnesota State Bar
Association

Phyllis Karasov

Phyllis Karasov advises businesses on labor and employment matters. Her clients come from a variety of sectors, including construction, manufacturing, higher education, K-12 private education, nonprofit and healthcare. She provides counsel in all areas of human resources, including hiring, handbooks, regulatory compliance, discrimination, sexual harassment, discipline and termination, Americans with Disabilities Act, OSHA rules and the Family and Medical Leave Act. As a former National Labor Relations Board attorney, Phyllis is often called upon to represent clients in labor union matters including arbitrations, collective bargaining agreements and union contracts. In higher education, Phyllis is an experienced and trained investigator of Title IX complaints.

Representative Experience:

Labor and Employment

Phyllis has substantial experience drafting, interpreting and enforcing noncompetition agreements, confidentiality agreements, and separation agreements. She also has deep experience developing and drafting employee handbooks and other types of employment documents and policies. She often represents clients before administrative agencies and in state and federal courts.

- Provided guidance to employers on the many issues that arose with COVID-19, including interpretation and application of the Families First Coronavirus Response Act, the layoff of employees, mandatory COVID-19 testing, gubernatorial executive orders and the preparation of work from home policies.
- Represented employers in complaints of discrimination filed with Minnesota Department of Human Rights, St. Paul Department of Human Rights, Minneapolis Department of Civil Rights and the Equal Employment Opportunity Commission.
- Represented employers in state and federal Occupational Safety and Health Administration (OSHA) citations and administrative law hearing process, resulting in rescission of citations or significant reductions in the penalty or seriousness of the alleged violation.
- Represented a construction contractor in a jurisdictional dispute.
- Advised numerous employers on proper classification of workers as employees or independent contractors.
- Advised numerous employers on exempt and nonexempt status of employees and other FLSA issues.
- Negotiated collective bargaining agreements with various labor unions.
- Advised employers how to remain non-union or how to respond to a union organizing campaign.

Phyllis Karasov

Continued

- Advised employers on the discipline and termination of problem employees.
- Advised employers who are audited by the U.S. Immigration and Customs Enforcement (ICE).

Education

- Phyllis advises private independent schools and institutions of higher education in all aspects of their operation, including labor and employment law, student affairs, regulatory and compliance issues, campus security, employee benefits, tax exemption and governance, and volunteer issues.
- Assisted several institutions in developing sexual harassment and sexual violence policies that conform to Title IX and other applicable state and federal regulations.
- Represented an institution of higher education in a faculty member's lawsuit in U.S. District Court alleging sex discrimination.
- Drafted and negotiated employment contracts for administrators, including the president, chief financial officer, chief academic officer, and other highly placed executive administrators.
- Regularly advises private K-12 schools on student issues.

Nonprofit and Tax-Exempt Organizations

- Assisted an organization undergoing turmoil with various employee issues.
- Assisted an organization with an early retirement incentive program, including drafting all associated legal and program documents.