

Mary Krakow, JD

CHAIR EMPLOYMENT & LABOR LAW GROUP- FREDRIKSON & BYRON, P.A.



Mary provides employers practical, common-sense advice and training, from what to do with applicant background checks, to chronic absenteeism and leaves of absence, employee bad behavior and performance reviews, employee terminations and everything in-between. Mary is a seasoned employment lawyer with extensive experience in disability accommodation, FMLA and other leaves of absence, discrimination and harassment prevention, retaliation and whistleblowing issues, classification of independent contractors, hiring and firing, performance improvement strategies, discipline methods

to avoid legal claims, employee handbooks and policies, overtime and other wage compliance, layoffs and workforce reductions, drug and alcohol testing, and federal and state affirmative action planning and compliance. She also drafts employment agreements, and non-competition and confidentiality agreements.

Mary defends employers on federal and state agency claims before the EEOC, Minnesota Department of Human Rights, the OFCCP, and the state and federal DOL.

Mary skillfully advises employers of all types and sizes including, for example, healthcare clinics, hospitals and other healthcare providers, banks and financial service organizations, manufacturers, IT and other consultant groups, food service providers and property management companies.

Mary frequently trains executives, managers and supervisors on all areas of employment legal compliance.