



Craig A. Brandt

Attorney

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PRACTICE AREAS: Litigation, Business Law, Employment Law

Craig is an experienced litigator who provides employment law advice and counsel to employers and employees.

Craig is certified by the Minnesota State Bar Association as a Specialist in Labor and Employment Law, and he has been approved as a Qualified Neutral under Rule 114 of the Minnesota General Rules of Practice for inclusion on the Rule 114 Qualified Neutrals Rosters for Civil Facilitative/Hybrid and Civil Adjudicative/Evaluative to serve as a civil mediator and civil arbitrator. He served as a former chair of the Minnesota State Bar Association's (MSBA) Labor & Employment Law Section.

Craig enjoys the challenge of working with employers to resolve legal issues as they arise. He defends employers against discrimination, harassment, retaliation, and whistleblower claims as well as other claims in court and administrative agency proceedings. Craig also has extensive experience in disputes over employee non-compete agreements and trade secrets issues, and he represents business executives in contract or compensation disputes and severance negotiations.

Craig takes pride in providing personal attention and quality service to each client. He has nearly three decades of experience representing clients in employment and business law matters in Minnesota state and federal courts.

Throughout his career, Craig has worked with both large and small employer clients to defend against a variety of employee claims in court. He specializes in defending employers against claims regarding discrimination, harassment, retaliation/whistleblower, and breach of contract. This work has resulted in many positive outcomes for employer clients, who appreciate Craig's knowledgeable and practical approach to litigated disputes. Craig also advises employer clients about compliance issues and works with them on a day-to-day basis to avoid employment claims and lawsuits.

Another area of focus throughout Craig's career has been representation of clients – both employers and employees – in non-compete and unfair competition cases.

Craig also has extensive experience representing employees in discrimination cases, including a number of major class action cases. For more than 20 years, Craig worked as a member of a small team of lawyers that obtained recoveries for clients in such cases that exceeded \$100 million. Craig's track record and experience on both sides of complex employment cases give him the ability to provide clients with a balanced perspective and well-informed advice.

In addition to his practice experience and knowledge of the law, Craig is known for his approachable style in working with both clients and adversaries.

Experience

- Successfully defended three business executives who resigned from employment with one nationwide employer and, shortly thereafter, began operating a competing office for a new employer. Successfully defeated former employer's motion for an injunction to prevent his clients from working in their chosen field.
- Obtained victory in contested arbitration proceeding on behalf of business client concerning interpretation of a licensing agreement that was core to the client's business.
- Obtained favorable settlement for a group of business executives who had been discharged in breach of employment and compensation agreements.
- Obtained defense victory after trial in Minnesota district court for employer on retaliation claims asserted by a former employee.

Education

University of Iowa College of Law, J.D.; with distinction

Luther College, B.A.

Certifications

Certified Labor and Employment Law Specialist, Minnesota State Bar Association (2011-present)

Qualified Neutral under Rule 114 of the Minnesota General Rules of Practice in:

- Civil Facilitative/Hybrid
- Civil Adjudicative/Evaluative

Admissions

Minnesota

U.S. District Court for the District of Minnesota

U.S. Court of Appeals for the Eighth Circuit

Honors & Recognitions

Minnesota Super Lawyers (2005-2019)

Martindale-Hubbell AV Preeminent®

News

Craig A. Brandt Named a Qualified Neutral Under Rule 114 of the Minnesota General Rules of Practice

01.16.2024

Deadline for Minnesota Employers to Begin Providing Earned Sick and Safe Time to their Minnesota Employees is January 1, 2024

12.11.2023

Alert: Noncompete Agreements Banned in Minnesota: Action Items for Employers

05.31.2023

Alert: Employers: Good Reason to Review Your Separation Agreement Forms

Moss & Barnett Advocate (Winter 2023 edition), 03.21.2023

Court Operations Update

Moss & Barnett Advocate (Spring 2021 edition), 05.26.2021

Moss & Barnett Congratulates Its Lawyers Named to Minnesota “Super Lawyers” and “Rising Stars” Lists for 2019

07.05.2019

Moss & Barnett Expands with Arrival of Craig A. Brandt, Peter J. Kaiser, and Jeffrey A. Wieland

04.18.2019

Speaking Engagements

Employment Law Update: Practical Guidance and COVID-19 Impacts

2021 MNCPA Management & Business Advisors Virtual Conference #MNCPAMBAC21, 06.21.2021

Publications

Attention Businesses: FinCEN Wants Your Information

Moss & Barnett Advocate (Fall 2023/Winter 2024 edition), 02.26.2024

Minnesota bans covenants not to compete in new agreements with employees
GGI FYI Employment Law News (No. 15, Autumn 2023), 11.01.2023

Minnesota bans new employee covenants not to compete — What has changed and the implications for employers
Footnote, a publication of The Minnesota Society of Certified Public Accountants (October/November 2023)*, 10.09.2023

Cannabis Legalization Creates New Challenges for Minnesota Employers
Moss & Barnett Advocate (Spring/Summer edition), 08.15.2023

Is the Future Uncertain for Non-Compete Agreements?
Moss & Barnett Advocate (Summer 2020 edition), 09.02.2020

Professional Associations

Minnesota State Bar Association, Labor & Employment Law Section – Member; Section Governing Council (2006-2008); Section Chairperson (2007-2008)

Federal Bar Association

American Bar Association

Community Involvement

Craig recently completed a seven-year term of service (2010-2017) as a member of the board of directors of the Minnesota Justice Foundation, which works to promote the delivery of pro bono legal services by law students in the Twin Cities. Craig is also active in his church, where he has served for years as the chair of the Property Committee, and contributes his time as a volunteer lawyer at Hennepin County Housing Court.