

Jillian Kornblatt

Partner

kornblatt.jillian@dorsey.com

Minneapolis – 612.492.6156



Jillian's in-house HR experience informs her practical approach focused on client goals.

Jillian is a partner in Dorsey's Labor & Employment group, where she focuses her practice on employment litigation and advice, and independent investigations. Jillian assists employers in investigating and responding to internal complaints, agency charges, and lawsuits based on allegations of discrimination, harassment, retaliation, breach of contract, conversion, wage and leave statute violations, and whistleblower claims. In her advice practice, she helps clients avoid litigation and be in the best position possible if an employee does bring a claim. Jillian also helps employers navigate union grievances and unfair labor practice charges. Jillian has conducted a number of complex and sensitive investigations, using her clinical social work background to reach the heart of the matter in a way that leaves interviewees feeling respected during the process.

Before practicing law, Jillian spent six years in human resources management. In these roles, she advised managers on employee relations, recruiting, compensation, benefits, performance appraisals, and organizational development issues.

Select Experience

- Represented client in FLSA misclassification claim, successfully defending attempts to invalidate arbitration agreement's class action waiver before the National Labor Relations Board and AAA.
- Obtained Rule 12(b)(6) dismissal of age discrimination claims against client.
- Conducted independent investigation of sexual harassment allegations against member of client's senior management team.
- Successfully represented client in union's unfair labor practice charge with NLRB and employee's state charge of disability and age discrimination stemming from the same circumstances.

Professional Affiliations

Education

- University of Minnesota Law School (J.D.)
 - *magna cum laude*
 - Note & Article Editor, *ABA Journal of Labor & Employment Law*
 - Minnesota State Bar Association Student Award for Excellence in Employment Law
- Hunter College (Master of Social Work)
- Cornell University (B.A., Psychology)

Bar Admissions

- Minnesota

- Former Vice-Chair, Board, People Reaching Out to Other People
- Society for Human Resource Management
- Minnesota State Bar Association

Accolades

- *Minnesota Monthly*, "Top Lawyers in Minnesota," 2024-2025
- MSBA, North Star Lawyer, 2012-2015, 2018-2020, 2024
- Contributed more than 50 Diversity hours, 2023
- *Minnesota Super Lawyers® Women's Edition*, 2020
- *Minnesota Super Lawyers®*, "Rising Star," 2020
- *Minnesota Lawyer*, Up & Coming Attorneys, 2020

Select Presentations

- "#MeToo: Has a Powerful Social Movement Changed the Rules of Sexual Harassment Complaints and Claims?," Hennepin County Bar Association (February 16, 2018)
- Dorsey L&E Conference, "Annual Cybersecurity Considerations in the Employment Relationship," (April 27, 2017)
- Dorsey L&E Breakfast Briefing, "Employment in the Digital Ag," (February 23, 2017)
- MSBA Corporate Counsel Institute, "Hot Topics in Employment Law," (February 10, 2017)
- Dorsey E-Discovery Forum, "Let's Go Back to the Beginning...Legal Holds & Preservation" (January 25, 2017)
- Minnesota CLE, Problem Employees Seminar, "When the Problematic Behavior Stems from a Mental Health Condition" (Nov. 15, 2016)
- Association for Corporate Counsel, MN Chapter, Nonprofit Tune-Up, "Employment Law Overview," Training for in-house counsel to work with nonprofits. (October 27, 2016)
- Minnesota Association of Independent Schools Head of Schools Retreat, "Hiring Processes and Employment Policies," June 22, 2016
- Assurex Global Webinar, "Making Sense of the Employee Classification Puzzle," Co-presented with Bob Seng (April 28, 2016)
- Dorsey Minneapolis L&E Employment Seminar, "Stop Me If You've Heard This One Before: New Twists on Disability and Religious Accommodation Requests." Presented with Sarah Herman (March 3, 2016)
- Association of Corporate Counsel, MN Chapter, Pro Bono Clinic 2015: *Employment Law Overview*
- Dorsey, 2015 Minnesota Employment Law Conference, "Investigations and Whistleblowing: How to Proceed When An Investigation Reveals Criminal Conduct or Other Improprieties."
- Dorsey, 2015 Utah Employment Law Seminar, "Negotiating the Mine Field - How to Avoid Retaliation Claims."
- Dorsey L&E Webinar, *Accommodation or Corrective Action?: Navigating ADA Requirements and Performance Expectations for Employees with Mental Health Conditions*
- Minnesota CLE, *Women's Economic Security Act*
- Association of Corporate Counsel, MN Chapter, Pro Bono Clinic 2014: *Employment Law Overview*

- Lee, Hecht, Harrison: *Employment Law: 2013 Update and 2014 Possibilities*
- Dorsey L&E 2013 Fall Conference: *Issues in Investigations: Who Did What, Where and When?*
- Association of Corporate Counsel, MN Chapter, Pro Bono Clinic 2013: *Employment Law Overview*
- Lee, Hecht, Harrison: *Employment Law: 2012 Update and 2013 Possibilities*
- Association of Corporate Counsel, MN Chapter, Pro Bono Clinic 2012: *Employment Law Overview*
- Dorsey L&E Webinar: *But We've Only Just Met: The Dos and Don'ts of Pre-Employment Screening*
- Lee, Hecht, Harrison: *Employment Law: 2011 Update and 2012 Possibilities*

Insights

September 1, 2022

Federal Contractor Vaccine Mandate: Federal Appeals Court Says It's Unlawful But You Might Have to Comply Anyway

December 20, 2021

Sixth Circuit Lifts Stay on OSHA's Vaccine-or-Test Rule, Putting ETS Requirements Back in Effect

November 18, 2021

What's Next for OSHA's COVID-19 Emergency Temporary Standard?

November 8, 2021

OSHA's COVID-19 Vaccination or Weekly Testing Mandate: Legal Status and Employer Next Steps

September 13, 2021

Biden Administration Announces Broad Employer-Based Vaccination Requirements

January 4, 2021

Congress Extends the FFCRA's Payroll-Tax Credit for Employers (but not the Paid-Leave Obligation!)

December 2, 2020

Latest Minnesota Emergency Executive Order Closes Some Businesses and Extends Work-From-Home Requirements

June 10, 2020

Dorsey Partner Jillian Kornblatt Comments on Sexual Harassment Judgement

June 3, 2020

Minnesota Supreme Court Retains Sexual Harassment “Severe-or-Pervasive” Standard, But Instructs Courts to Modernize Assessment of Acceptable Workplace Conduct

May 11, 2020

The Education Department Tests its Schools: New Title IX Rule May Force Schools to Revamp How They Investigate and Resolve Sexual-Harassment Complaints

March 30, 2020

Department of Labor Issues New Guidance on Families First Coronavirus Response Act Definitions of “Health Care Provider” and “Emergency Responder”

March 27, 2020

The Families First Coronavirus Response Act: Twenty (Or So) Questions With Dorsey’s Labor and Employment Team

March 25, 2020

FFCRA Employment Benefit Exclusions for Health Care Providers and Emergency Responders

September 12, 2019

NLRB Adopts “Contract Coverage” Standard to Apply to an Employer’s Unilateral Changes to Terms and Conditions of Employment

May 21, 2018

U.S. Supreme Court Affirms (Again) the Validity of Class Action Waivers In Employment Arbitration Agreements