

Paul J. Zech

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Mr. Zech is Secretary on the firm's management committee, and the chair of Felhaber's Labor and Employment section. He has significant experience in all aspects of labor and employment law – particularly in the area of employment related litigation. This includes the full range of labor and employment issues, from all National Labor Relations Board proceedings, labor negotiations and arbitrations, to lawsuits based on breach of contract, defamation, discrimination, and wrongful discharge. He has extensive expertise in handling complex litigation in the area of discrimination claims, and has handled a number of constitutional law challenges in and out of the labor law arena. Mr. Zech has also worked extensively as a neutral mediator in dozens of successful mediations of employment disputes.

Mr. Zech is named by his peers as one of the top 40 Labor and Employment Law Attorneys in Minnesota multiple years, as recognized in *Minnesota Law & Politics*. He was recently appointed to the Top 100 Super Lawyers® list, recognized by *Minnesota Law & Politics*. He was one of the top vote-getters overall in this annual survey, selected by his peers amongst Minnesota attorneys. Mr. Zech has lectured extensively on labor and employment issues, both locally and nationally.

Education:

- J.D., William Mitchell College of Law (cum laude), 1984
- B.A., University of Minnesota, 1980
- Qualified Neutral, Pursuant to Rule 114 of the General Rules of Practice



Bar Admissions:

- Minnesota, 1984
- North Dakota, 1991
- United States Supreme Court, 1992
- United States District Court (Minnesota), 1984
- Eighth U.S. Circuit Court of Appeals, 1985
- Seventh U.S. Circuit Court of Appeals, 1986
- Third U.S. Circuit Court of Appeals, 1998

Professional Activities and Memberships:

- Member, American Bar Association, Labor and Employment Section, 1984 to present
- Member, Minnesota State Bar Association, 1984 to present, Labor and Employment Law Section, 1989 to present; Chairman, 1993-94
- Member, Hennepin County Bar Association, 1985 to present
- Member, Section of Dispute Resolution, American Bar Association, 1997 to Present

Publications:

- "Federal Preemption and State Exclusive Remedy Issues in Employment Litigation," 72 N.D.L.Rev. 325 (1996)
- "Covenant of Good Faith and Fair Dealing," *Bench and Bar Minnesota*, April 1986 (Recipient of MSBA Author's Award)

Designations:

- Rated "AV" (highest rating) by Martindale Hubbell Legal Directory
- Included in "Best Lawyers in America", 2003-2008
- Regularly appointed as Leader in his Field by the *Chambers USA Guide*
- Super Lawyer®, *Minnesota Law & Politics* and *Minneapolis/St. Paul Magazine*, 2002-2008