

Michael J. Pfau

ATTORNEY



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Practice Groups

Business & Commercial Litigation

Construction & Real Estate

Labor & Employment

Overview

Michael Pfau is a litigator, focusing his practice in the areas of construction, real estate, business and commercial litigation, and employment litigation and advice.

Michael has experience in conducting research, drafting legal documents, conducting and defending depositions, and managing written discovery. He has first-chair trial experience and has conducted oral arguments at the Minnesota Court of Appeals. Michael also has experience in administrative appeals with both the Minnesota Department of Revenue and the Internal Revenue Service. He has also successfully settled multiple disputes before the need for litigation.

Michael has experience advising both employees and employers on a wide range of issues from wrongful termination and workplace discrimination, to wage disputes, employment agreements, and compliance with state and federal regulations. He currently teaches employment law at the University of St. Thomas School of Law.

Michael graduated from the University of St. Thomas School of Law, where he was a certified student attorney for the Trademark Practice Clinic and the Bankruptcy Litigation Clinic. Michael also has experience volunteering for Volunteer Lawyers Network in landlord-tenant matters and tax disputes. Michael also contributes to the legal community through his service on the Hennepin County Board of Directors.

Education & Admissions

Education

- University of St. Thomas School of Law, J.D., *cum laude*
 - Dean's Scholarship
 - Dean's Awards, Lawyering Skills III, Administrative Law and Employment Discrimination
 - *Journal of Law and Public Policy*, Chief Articles Editor
- North Dakota State University, B.A., *magna cum laude*
 - Université de Caen

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Bar Admissions

- U.S. Court of Appeals, Eighth Circuit
- United States Tax Court
- U.S. District Court, District of Minnesota
- Minnesota
- North Dakota

Experience

Publications

- *Contractors Beware: The State Is Closely Watching Compliance with Newly Passed Laws*, co-author, Associated General Contractors of Minnesota, October 2025
- *Employee or Contractor? Why That Choice Could Land You in Court*, co-author, Associated General Contractors of Minnesota, June 2025
- *It's Time to Revisit the Basics of Mechanic's Lien*, co-author, Associated General Contractors of Minnesota Thought Leadership, February 2025
- *Construction Industry Economic Forecast for 2025*, co-author, Associated General Contractors of Minnesota, October 2024
- *Adapting to The Uncertainty of Construction Costs: Why Price Escalation Clauses Are More Vital Than Ever*, co-author, Associated General Contractors of Minnesota, July 2024
- *"Slander of Title": The Counter-Punch to a Mechanic's Lien*, author, Associated General Contractors of Minnesota, January 26, 2024
- *SCOTUS Hears Oral Argument on Landmark Employment Law Case*, author, Associated General Contractors of Minnesota, January 12, 2024
- *Minnesota Bans Non-Compete Provisions and What It Means for Minnesota Construction Companies*, co-author, Associated General Contractors of Minnesota, June 23, 2023

The Work Week with Bassford Remele

- *What the NLRB's "New (Old)" Joint-Employer Rule Means for Employers in 2026*, author, April 20, 2026
- *Minnesota Legislature Introduces Amendments to the Minnesota Human Rights Act*, author, March 9, 2026
- *Responding to EEOC Charges*, author, February 9, 2026
- *A Refresher on Commission Laws*, author, January 12, 2026

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- *Eighth Circuit Rules on Permissible Scope of Minnesota Restrictive Covenants*, author, December 22, 2025
- *Eighth Circuit Vacates NLRB Order in Home Depot BLM Apron Case*, author, November 17, 2025
- *The New \$100,000 H-1B Visa Fee: What Employers Know and What They Don't*, author, September 29, 2025
- *Protections for Employers in a Post-Noncompete World*, author, August 25, 2025
- *Supreme Court Clarifies ADA Does Not Cover Retiree Benefit Claims*, author, July 14, 2025
- *U.S. Supreme Court Revives Reverse Discrimination Claim*, author, June 16, 2025
- *California Looks to Regulate AI to Curb Employment Discrimination*, author, May 19, 2025
- *Portions of Executive Orders Restricting DEI Efforts Among Federal Contractors and Grant Recipients Remain Blocked for Now*, author, April 14, 2025
- *Florida Looks to Ease Child Labor Laws*, author, March 31, 2025
- *SCOTUS Hears Oral Arguments in Reverse Discrimination Case*, author, March 3, 2025
- *President Trump Upends Federal Employment and Labor Protection*, author, February 3, 2025
- *OSHA Updates Personal Protective Equipment Standard for Construction Workers*, author, December 23, 2024
- *It's Time to Give the PIP its Own PIP*, author, December 2, 2024
- *Minnesota Laws on Commissions*, author, November 11, 2024
- *More Employers are Pushing for Return to Office Policies*, author, October 21, 2024
- *Let's Talk About Employee Records*, author, September 30, 2024
- *Gratuity Laws in Minnesota*, author, September 3, 2024
- *Additional Minnesota Legislative Updates*, author, August 12, 2024
- *Recent Case Law Construing the Minnesota Human Rights Act*, author, July 15, 2024
- *The Federal Trade Commission Faces Legal Challenges Against its Ban on Noncompete Clauses*, author, June 24, 2024
- *Supreme Court Unanimously Rules that Courts Must Stay, Not Dismiss, Lawsuits During Arbitration*, author, May 20, 2024
- *Minnesota Legislature Considers Banning Restrictive Covenants in Service Contracts*, author, April 8, 2024

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- *NLRB Rules Employee's "Black Lives Matter" Marketing on Home Depot Apron Was Protected*, author, February 26, 2024
- *Minnesota AG Sues Evergreen Acres Dairy Alleging Wage Theft and Substandard Housing Conditions*, author, January 16, 2024
- *SCOTUS Hears Oral Argument on Landmark Employment Law Case*, author, December 11, 2023
- *The Tricks to Making the Workplace Halloween Party a Treat*, author, October 30, 2023
- *Department of Labor Introduces New Proposal to Increase Salary Exemption Threshold*, author, September 11, 2023

Seminars

- *Contractor Classification in Construction Projects*, co-presenter, Bassford Remele Key Provisions When Negotiating Your Contract, December 11, 2025
- *Legislative and Supreme Court Updates*, co-presenter, Bassford Remele The Work Week Employment Law Seminar, October 28, 2025
- *Mastering Client Relations and Getting Paid!*, co-presenter, Bassford Remele 2025 Annual Construction Law Summit, February 6, 2025
- *Mitigating the Risk of New Technology*, presenter, Bassford Remele Construction Law Summit, February 8, 2024
- *Minnesota Litigators' Discovery Playbook: Depositions, E-Discovery, Subpoenas, and More*, co-presenter, National Business Institute, May 2023
- *Real Property Law Update*, co-presenter, Minnesota State Bar Association, September 2022

Professional & Civic

Bar Associations

- American Bar Association
 - Forum on Construction Law, Division 1 – Litigation
- Federal Bar Association
- Minnesota State Bar Association
 - Construction Law Section
 - Labor & Employment Law Section
 - Real Property Law Section
- Hennepin County Bar Association
 - Board of Directors, 2024-present

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- Minnesota Lavender Bar Association

Professional Associations

- Associated General Contractors of Minnesota
- NAIOP Minnesota | Commercial Real Estate Development Association

Civic Involvement

- University of St. Thomas School of Law
 - Adjunct Professor, Employment Law, 2025-present
 - Mentor, 2024-present

Accolades

Honors & Awards

- Best Lawyers: Ones to Watch, Labor and Employment Litigation, Real Estate Litigation and Construction Law, 2026