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Randi Winter Discusses Workplace Civility and Upcoming Spencer Fane Webinar in the Star Tribune

Spencer Fane attorney Randi Winter was recently featured in the *Star Tribune*, a Minnesota news source, for her perspective as a labor and employment thought leader. In the article, New Civil Discourse Policies Meant to Stymie Polarizing Debates at Minnesota Workplaces, she previewed the upcoming firm webinar centered on the same topic.

The article explores the escalation of workplace conflict as the next U.S. presidential election draws closer and augments polarizing conversation. Randi was one of several industry professionals who shared how clients and organizations have increasingly asked for legal and HR-related guidance in navigating these issues. She also shared that the next Spencer Fane WorkSmarts, an ongoing webinar series dedicated to labor and employment-related legal developments, will address workplace civility for the benefit of Midwestern human resource managers, attorneys, and small-business owners.

"Big employers probably don't need the tutorial, [Randi] said. They often already have policies in place since they operate in multiple states and must be sensitive to different viewpoints. But smaller workplaces might need to set policies."

The presentation – Myth Busters and Hot Button Issues: From the 2024 Election to the Israeli Hamas Conflict, Breaking Down How Employers Should Deal with Hot Button Issues in the Workplace – is one of three sessions comprising the September 18 virtual event. It will examine laws relevant to workplace discussion of social and political topics, provide best practices for resolving conflicts between employees, and address how employers can promote respectful dialogue.

At Spencer Fane, Randi helps her clients achieve favorable litigation outcomes with respect to business, employment, and noncompete disputes. She is experienced in all facets of litigation and arbitration but has particularly enjoyed helping clients, both large and small, obtain trial victories before judges and juries in federal and state court.

Read the full article here and register for the upcoming WorkSmarts here.