



Courtney Burks

Attorney

Contact:

Phone: 612.305.7590

Email: cburks@nilanjohnson.com

Biography

Courtney is a skilled litigator with eight years of experience representing employers in complex labor and employment disputes nationwide. She has a proven track record of achieving favorable outcomes for clients in diverse industries, including global logistics, manufacturing, and retail.

Her practice focuses on a wide range of employment law matters, including claims arising under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), and various state and local employment statutes. She has particular expertise in class, collective, and other multi-plaintiff actions. Courtney also has substantial experience representing employers on labor management relations.

Courtney is known for her meticulous approach to case analysis and her ability to develop creative and effective legal strategies. She is a dedicated advocate who works closely with her clients to ensure they are informed and supported throughout all stages of litigation.

Prior to private practice, Courtney served as a law clerk to the Honorable Mary H. Murguia at the U.S. Court of Appeals in the Ninth Circuit and to the Honorable Susan R. Bolton in the U.S. District Court for the District of Arizona.

In her free time, Courtney enjoys cross country skiing, spending time with her golden retriever, and solving crossword puzzles.

Key Practice Experience

- FLSA/Wage-and-hour defense
- Class and complex litigation strategy
- Sick and safe leave and paid family and medical leave
- EEOC class investigation and litigation defense
- Discrimination defense
- Administrative agency charge responses
- Executive agreements and severance
- Appellate advocacy

Key Industry Experience

- Manufacturing

Education

University of Iowa College of Law, J.D. with High Distinction, 2014

Vassar College, B.A., Biology, 2008

Bar Admissions

Minnesota

Arizona

U.S. District Court for the District of Minnesota

U.S. Court of Appeals for the Ninth Circuit

- Retail
- Technology

Representative Matters

- Secured summary judgment for a Fortune 50 shipping company on nine claims related to an alleged failure to accommodate a California employee's disability, avoiding significant financial risk. Affirmed by the Ninth Circuit.
- Achieved dismissal of an ADEA and OWBPA challenge to a Fortune 50 tech company's severance agreements, preventing potential class-action lawsuits and safeguarding workforce transition practices.
- Second-chaired a five-day arbitration, securing a favorable award for an employer against a political discrimination claim under New York law.
- Resolved multiple lawsuits challenging a food manufacturer's COVID-19 vaccine mandate, avoiding protracted litigation.
- Secured asylum for Venezuelan individuals fleeing political persecution, ensuring critical protection and safety.

Professional Associations

- Federal Bar Association
 - Minnesota Chapter Civil Discovery Committee (2024-present)