

CAROL SKINNER

Carol has been assisting individuals and businesses on employment law matters for over 25 years. She has also prosecuted hundreds of trademark applications in the United States Patent and trademark Office during the last 15 years. Her litigation experience includes court and jury trials in state and federal court, as well as before administrative agencies. She is admitted to practice in state and federal courts in Minnesota and Wisconsin, and the Seventh and Eighth Circuit Courts of Appeals.

In addition to her employment law practice in an Of Counsel capacity with Bakke Norman, she continues her work with employment clients, as well as her mediation/arbitration practice with Skinner and Associates in Hudson, Wisconsin. Carol serves on the Supreme Court Office of Lawyer Regulation District 8 Committee, and is a member of the Wisconsin Lawyers Employment Association and the National Employment Lawyers Association. She provides pro bono and reduced fee legal services to many individuals and organizations, including the St. Croix Valley Bar Association's Free Legal Clinic, and several area churches and nonprofits.

In her free time, Carol is involved in community organizations, having served on the boards of the local United Way, YMCA, Hudson Area Swim Association, and Youth Action Hudson. She currently chairs the board of the St. Croix Valley Sexual Assault Response Team, and serves on the board for Avanti Therapeutic Projects, LLC, and various committees of the Hudson Grocery Coop.

Education

Indiana University Bloomington, JD, 1984;
Indiana University Bloomington, BA, 1981, Phi Beta Kappa

Notable Cases

- *Byers v. LIRC*, 208 Wis. 2d 388 (1997), a Wisconsin Supreme Court case creating new law holding that discrimination claims are outside the exclusive remedy clause of the Workers Compensation Act, and may be brought in state or federal court.
- *Hausman v. St. Croix Care Center*, 214 Wis. 2d 655 (1997), a Wisconsin Supreme Court case creating new law expanding the public policy exception to the Employment-At-Will doctrine.
- *Hendee v. Associated Bureaus, Inc.*, MN Federal Court jury verdict finding violation of the Equal Pay Act, and awarding salary equalization and punitive damages.
- *Schlosser v Group Health*, 97 CV 195, WI State Court jury verdict finding disability discrimination, awarding \$3.6M.
- *Korbol v. Luther Hospital - Mayo Health System and Midelfort Clinic., Ltd - Mayo health System*, ERD Case No. CR200202684, prevailed in wrongful discharge public policy claim before the Equal Rights Division, prompting a confidential settlement of a related state court claim.

- *Schils v. Bd. of Regents*, University of Wisconsin, 94C 0643 S, WI Federal Court jury verdict finding violation of the Equal Pay Act, retroactive salary adjustment.
- *Ekstrand v. School District of Somerset*, 08 CV 193, WI Federal Court jury verdict finding failure to accommodate a disability, awarding \$2M.
- *Otis Sheer v. City of Hayward et al*, 10 CV 447, WI Federal Court jury verdict finding violation of the First Amendment and awarding compensatory and punitive damages.
- *Walters v. Mayo Clinic Health System - Eau Claire Hospital, Inc.*, 12 CV 804 Wi Federal Court jury verdict finding violation of the Family Medical Leave Act; award of reinstatement and damages/fees exceeding \$1M.

Presentations:

WELA (Wisconsin Employment Lawyers Association) - "Trying A Discrimination Case In Federal Court, And Surviving The Post Trial Storm."

SCVEA (St. Croix Valley Employers Association) - "Eat, Work, Pray: Employee Quirks and How to Manage Them."

Wisconsin State Bar - "Reasonable Accommodation: The Last Frontier?"

Sherburne County Law Clerks CLE - "Survival Guide for Private Practice."

Publications:

Carol N. Skinner, *Worker's Compensation Act No Longer Protects Against Employment Discrimination Claims*, Wisconsin Lawyer, March, 1998.

William Donaldson, Carol N. Skinner, and Katherine L. Williams, *Hausman v. St. Croix Care Center: Stretching the Employment-At-Will Doctrine*, Wisconsin Lawyer, July, 2000.