



RESPONSE TO REQUEST FOR PROPOSALS: LABOR ATTORNEY SERVICES

City of Blaine, Minnesota

August 13, 2021

SUBMITTED BY:

Eckberg Lammers, P.C.

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STATEMENTS OF QUALIFICATIONS

Exhibit A: Consent for Release of Response Data

Proposal Summary

Firm	Eckberg Lammers, P.C.
Attorneys	17
Experience	Founded in 1949, Eckberg Lammers is one of the most reputable law firms in the eastern Twin Cities Metro. With offices in Stillwater and Hudson, our attorneys serve individual, business, and municipal clients throughout Minnesota and Wisconsin.
Scope of Services	Labor & Employment Attorney
Proposed Attorney	Lida M. Bannink
Proposed Assistant Attorney	Pamela J.F. Whitmore
Fees	We are proposing an hourly fee. See Fee section for more details.

OVERVIEW OF PROFESSIONAL LEGAL SERVICES

Introduction

Eckberg Lammers, P.C. is pleased to submit this Response to the Request for Proposals for Labor & Employment services issued by the City of Blaine, Minnesota.

Eckberg Lammers is uniquely qualified to represent the City in labor and employment matters. As both a tradition and a current practice, the true strength of Eckberg Lammers is the firm's breadth and depth of knowledge in municipal law and continuing goal to collaborate with municipalities to provide the highest level of service in all areas. Eckberg Lammers believes representation is best approached as a partnership with full and frequent communication among all necessary parties and stakeholders. The firm strives to team with its clients in all endeavors, and the firm's attorneys shoulder the educational and advisory roles necessary to enable that success.

Brief History

Eckberg Lammers was established by Lyle Eckberg, who began the practice of law in 1949. Since its founding, the firm has served as civil, prosecution, finance, and labor and employment and special counsel for many municipalities throughout Minnesota and western Wisconsin. The firm's attorneys and staff value the relationships made with city staff, elected officials, and residents in the municipalities the firm serves.

Number of Attorneys and Areas of Practice

Eckberg Lammers currently employs 17 attorneys. This strength is reflected by our roster of attorneys. See Appendix A.

Support Personnel & Staffing

The firm employs more than 22 support staff consisting of paralegals, legal assistants, an office administrator, a marketing director, bookkeepers, law clerks, and a receptionist. See Appendix B.

Office Locations

Eckberg Lammers main office locations are in Stillwater, Minnesota and Hudson, Wisconsin. All Attorneys and staff proposed to work with the City are located in the central Twin Cities area. We also maintain flexible meeting spaces throughout the metro.

Stillwater, MN Office
1809 Northwestern Ave
Stillwater, MN 55082
Phone: (651) 439-2878
Fax: (651) 439-2929
contact@eckberglammers.com

Hudson, WI Office
430 2nd Street
Hudson, WI 54016
Phone: (715) 386-3733
Fax: (715) 386-6456
contact@eckberglammers.com

Current City Relationships

Eckberg Lammers currently represents seventeen municipalities in a civil capacity, nine in Minnesota and eight in Wisconsin. We also provide prosecution services to eighteen municipalities in Minnesota. We currently provide both civil and prosecution services to the City of Blaine.

Malpractice Claims

The firm was the subject of one professional responsibility complaint made by a client in a private matter not involving a municipality. The individual's complaint was resolved privately with the Professional Responsibility Board. The complainant appealed and the appeal was denied. The file is now closed.

LABOR & EMPLOYMENT SERVICES

Our labor and employment attorneys understand local government and the importance of being available to our municipality's managers, administration, and human resources professionals to provide legal advice and consultation. We pride ourselves in actively collaborating with our municipalities to implement practical workplace policies and relevant counseling in order to limit workplace disputes and decrease potential liability or exposure.

Proposed Lead Attorney

Lida M. Bannink is the firm's lead Labor and Employment Attorney. Lida earned a Bachelor of Arts degree from Hamline University Summa Cum Laude and received her juris doctor from the University of Wisconsin Law School in 2012 and has been in private practice since that time. She joined Eckberg Lammers in 2015 and was admitted to the Minnesota State Bar in 2017.

Lida is an early point of contact whenever municipalities, agencies, and/or businesses undertake employee discipline or termination, union negotiations, unemployment insurance disputes, veterans' preference actions, grievance hearings, or other like actions. She is well versed in public-sector collective bargaining, the Americans with Disabilities Act (ADA), employee discrimination complaints, the Family and Medical Leave Act (FMLA), as well as other federal and state employment laws.

In addition to her work as an attorney, Lida is actively involved in bettering the community both professionally, such as her involvement in the Minnesota State Bar Association – Labor & Employment Section and the St. Croix Valley Employers' Association, and personally through various volunteer events and charitable giving opportunities.

Some of Lida's municipal successes include:

- Assisted municipalities in successful negotiation of collective bargaining agreements both as lead negotiator and thorough behind-the-scenes assistance, when the municipality choose to take the lead when matters were less-contested and/or for economic purposes.

- Successfully negotiated memorandums of understanding when collective bargaining agreements required amendment, including relating to COVID-19.
- Successfully assisted a municipality in navigating a complicated employment matter involving a unionized employee, worker's compensation, the American's with Disabilities Act, the Family and Medical Leave Act, Veteran's Preference law, and discipline where the City chose to terminate said employee. This matter spanned approximately 18 months and culminated with a 4-day contested Veteran's Preference Arbitration involving expert witnesses where the City's termination decision was upheld. After the City's success at Arbitration, the employee voluntarily discontinued his pursuit of a claim of discrimination at the EEOC/MDHR.
- Successfully assisted multiple municipalities in understanding and navigating the complicated web of laws involving employees exhibiting mental distress including worker's compensation, PERA, FMLA, ADA, Veteran's Preference Law, and collective bargaining agreements. Multiple of these instances led to negotiated separation agreements.
- Conducted extensive and thorough investigations of conduct to avoid legal liability and guide the City in making determinations on appropriate discipline. The highly detailed investigations assisted in assessing immediate risk and guiding the municipal client to make systemic changes to gain organizational efficiency.

In addition to municipal successes, Lida has had similar successes for her private clients including successful negotiation of a joint collective bargaining agreement on behalf of a client that involved four additional businesses with a combined total of more than one thousand employees that provide commercial janitorial services across the Twin Cities.

Proposed Assistant Attorney

The proposed Assistant Attorney is **Pamela J. F. Whitmore**. Pam is a shareholder, labor and employment, and municipal attorney with Eckberg Lammers. She is also a Rule 114 Qualified Neutral and lead attorney for our firm's Conflict Management Solutions group & Mediation practice.

Pam has over fifteen years of experience representing municipalities in all areas of general municipal law, litigation, land use, labor and employment, Open Meeting Laws, data practice laws, social media use by employees and elected officials, meeting management, and structures of cities and governance.

Prior to joining Eckberg Lammers, Pam spent five years with the League of Minnesota Cities and the League of Minnesota Cities Insurance Trust. While there, she guided cities, elected officials, and city attorneys on all facets of municipal law, including HR and workplace issues, including when unions were involved. Pam traveled across the state working with member cities on conflict management, communication, roles, meeting management and governance as part of a loss control program to manage risk and reduce employment claims.

Before working at the League, Pam acquired in-depth litigation experience working on behalf of cities, counties, school districts, and townships. She has appeared in both state and federal court as well as the Minnesota Court of Appeals on a variety of employment related claims against municipalities and school districts, including defending claims of discrimination, sexual harassment, negligent hiring, negligent supervision, hostile work environment, alleged Americans with Disability Act violations, and civil rights claims.

Pam earned her undergraduate degree from the University of Northern Iowa and her Juris Doctor from University of Iowa, College of Law. She was admitted to the Minnesota Bar Association in 1992, and the Wisconsin Bar Association in 2021. She is involved with many professional and community organizations including the Association of Conflict Resolution – Environment & Public Policy Section, Conflict Resolution Minnesota, MSBA Mock Trial, Meals on Wheels, and University of St. Thomas Mentorship Program.

CITY/CITY ATTORNEY RELATIONSHIP

If selected to represent the City, the firm will prioritize the City's workflow to provide sound and strategic legal advice and direction to the City Manager, Director of Administration and Deputy Human Resources Director. Our team and professional staff pride themselves on taking a collaborative approach with City staff, and always put a priority on timely responding to all inquiries.

The firm has regular weekday office hours from 8:00 a.m. until 5:00 p.m. Our staff is available during regular office hours. Attorneys are available outside of business hours and are willing to spend additional time as is necessary to fully serve the needs of the City staff. It is our policy that all phone calls and email inquiries from City staff are returned the same business day, or the next business day (if the inquiry is received late in the day or after business hours). All attorneys are available to the City staff by office phone, cellular phone, e-mail and facsimile transmission. The depth of our labor and employment team ensures our clients have coverage even when the primary attorney is away from the office.

Our attorneys take a proactive approach to representation, alerting its municipal clients to legal trends on the horizon so each municipality can structure its affairs accordingly. Our attorneys remain up to date regarding the latest proposed and enacted legislation and case law affecting labor related issues. Our attorneys frequently attend seminars and subscribe to list-serves to stay fully informed on all new and trending issues impacting both state and federal law and regularly engage in discussions strategizes best legal policies and practices to help serve our clients. These updates are communicated to our clients, as necessary through electronic communications and trainings as well as through the following employment-related services provided by Eckberg Lammers at little to no cost for our municipal clients:

- 1) Eckberg Lammers hosts monthly human resources roundtable sessions to bring together public and private employers to discuss "hot topics" in human resources and how local businesses and municipalities are responding. There is no cost for attending.

- 2) Eckberg Lammers hosts quarterly Business & Breakfast seminars with at least one session being employment related. If virtual, there is no cost. If in person with breakfast, there is a nominal cost between \$10-\$15.
- 3) Our attorneys subscribe to a significant number of legal resources to stay up-to-date on legal developments and our attorneys create timely seminars on pressing topics such as COVID-19 developments and other workplace issues. There is generally no cost for attending unless food is offered at an in-person event and then costs are nominal, \$10-\$15.

KNOWLEDGE AND EXPERIENCE

Our dedicated labor and employment group is able to provide a full spectrum of legal services specifically tailored to protect the City from potential liability and avoid unnecessary litigation. They will actively collaborate with City staff to develop, update, and/or implement practical and effective labor agreements. At all times our attorneys and staff will work with the City Manager, Director of Administration, and the Deputy Human Resources Director to foster effective employer-employee relations and help to avoid and/or limit costly workplace disputes.

The firm is poised to deliver sound legal representation and advice to the City regarding the following:

Labor Law Representation

Municipalities with a unionized workforce face a unique set of labor law concerns, whether it is from the first whispers that a group of employees is seeking to unionize all the way through creation and enforcement of a collective bargaining agreement.

Our attorneys are well versed in the Minnesota Public Employment Labor Relations Act (MPELRA), recognize the unique requirements of a unionized workforce, and are ready and willing to assist with all aspects of interpretation and enforcement. When unions are forming, we are available to counsel employers regarding organization efforts. Once a union has organized, we assist in negotiations to develop a collective bargaining agreement (CBA) that appropriately represents the City's needs and interests. Should a mutual agreement not be possible, our attorneys stand ready and willing to engage in interest arbitration or any other litigation as necessary.

After completion of a CBA, our office regularly advises and assists municipalities in interpretation of a CBA including discipline and discharge and associated grievance arbitrations and/or litigation, as well as unfair labor practice litigation.

General Counsel- Labor Law

Our attorneys remain ready and willing to provide general legal counseling during all stages of labor management. When the City has a question regarding a legal matter, our attorneys will work closely with staff to understand the purpose of the research which will allow attorneys to respond as efficiently and cost-effective as appropriate. This may include telephone calls, email correspondence, and/or the writing of formal opinions and memorandums.

Litigation/Arbitration/Administrative Hearings

Eckberg Lammers believes any legal action or dispute requires an experienced municipal attorney's attention. Our attorneys are capable negotiators when it comes to resolving cases short of trial, and will do so when appropriate, with an eye toward zealously but efficiently representing the City's interests. When cases cannot be resolved, our attorneys are confident litigators before a jury, judge, or arbitrator, and they have the respect of judicial personnel in the State of Minnesota. Our firm is unique in that we offer conflict management and mediation as a practice area. Our cities have access to those skilled facilitators and mediators as part of this contract.

If selected by the City, the firm is ready and able to represent the City in all litigation matters not otherwise covered by an insurance defense policy. There is no need for the City to seek outside counsel on a claim not otherwise covered by insurance, as the firm's labor and employment attorneys have rich experience in all areas that may present a legal action by or against the City, such as labor matters including employee grievances, unfair labor practice claims, interest arbitration, as well as other related general employment concerns that may include discrimination, harassment/hostile work environment, constructive discharge, retaliation/Whistleblower, disability, unemployment, Veterans' preference, Family Medical Leave Act (FMLA), Minnesota state sick leave, and overtime, wage and hour disputes.

Employment Practices, Policies and Agreements

While this Request for Proposal is for labor services, in our extensive experience, there are times where labor and general employment needs interact and are inseparable. In these times, it is costly and often ineffective for municipalities to have multiple law firms advising as to interrelated matters. Should the City find that legal advice is needed on general employment needs that are intertwined with labor concerns, Eckberg Lammers' attorneys are highly adept at assisting with general employment needs including, but not limited to:

- Hiring
- Workplace Policies
- Workplace Investigations
- Discrimination Allegations
- Background Checks
- Sick & Medical Leave
- Workplace Accommodations
- Wage and Hour Laws

- Workplace Safety
- Disciplinary/Termination decisions
- Drug and alcohol testing policies
- Employment agreements
- Separation/Severance agreements

Conflict Management Solutions

As a corollary to our labor services, we also have a skilled team focused on Conflict Management Solutions. This team is able to provide customized workshops, training, skill-building, strategic planning, and/or conflict management services to governmental agencies including state agencies, cities, townships, counties, police agencies, fire departments, libraries, and/or school boards. The Conflict Management Team particularly adept at recognizing the root cause of conflict and providing solutions to resolve that conflict. These services are often used in the labor context when union relations are strained. This group helps individuals, particularly group decision-makers, learn how to manage conflict and work more collaboratively on making better, more effective decisions, which leads to better communication. Our conflict solutions group also has experience mediating cases and participating in arbitrations – both civil, as well as labor.

CONFLICTS OF INTEREST

The firm does not foresee any potential conflict of interest with the City of Blaine. Eckberg Lammers does not currently represent, and has not represented in the past, any public or private client where the representation may conflict with the firm's ability to serve as labor and employment attorney for the City. Eckberg Lammers is currently the City Attorney and prosecuting attorney for the City of Blaine, however we have represented other municipalities in a similar capacity and have had no conflicts.

The potential for conflicts of interest always exists. The firm maintains a conflict protocol and client registry as required under existing ethics standards for that purpose. In the rare event a conflict presents itself, the firm would promptly notify the affected parties as we are professionally required to do, and if necessary, we would assist in making the requisite referrals and transition the file to other counsel in an efficient manner.

The City should be aware that the firm has an extensive client list in its computer system, which notes all clients, co-parties, experts, consultants, and adverse parties. This list is routed past all attorneys and staff on a regular basis. If any of the attorneys or staff question whether or not a conflict of interest may exist, that file is highlighted and further research is completed to determine whether or not a conflict is present. Before any file is opened, whether for private or public clients, this conflict protocol is followed.

Lastly, no personal or professional relationships exist between any of the proposed lead or assistant attorneys listed in this response with any city staff or City Council members. Pam Whitmore conducted many trainings for the League and the League of Minnesota Cities Insurance Trust so it may be possible a City Council member or city staff member attended one of those trainings.

FEES

Subject to negotiation with the City, Eckberg Lammers proposes the following compensation scenario.

Hourly Rate

	Year 1	Year 2	Year 3
Hourly Rate for All Attorneys	\$185	\$190	\$195
Hourly Rate for Paralegals	\$140	\$145	\$150

The minimum increments billed for each service are recorded in .10 per hour increments.

Detailed monthly billing statements can be tailored to the requirements of the City. The firm already separates out hourly rates in different files for special projects, personnel, utility and other items that may not be charged to the general fund. Any increases in fees and/or billing charges will be based upon the signed contract. The firm will not increase or change any fees outside of the scope of the contract.

Hard Costs

Charges passed through at cost:

- Postage, Courier/Delivery
- Process Server Fees
- Publication Fees
- Court Filing Fees

The firm does not charge for the following:

- Westlaw Research Fees
- Electronic copies of documents
- Mileage reimbursement
- Legal assistant services
- Office Supplies
- Administrative billings for file setup and computer entry

PROFESSIONAL REFERENCES

Eckberg Lammers values the professional relationships we have developed with the administrative staff in each of our member communities. Our references include:

City of New Richmond: Sarah Reese, Human Resource Manager
156 East First Street
New Richmond, WI 54017
(715)246-4268
sreese@newrichmondwi.gov

City of Wyoming: Robb Linwood, City Administrator
26885 Forest Boulevard
Wyoming, MN 55092
(651) 462-0575
rlinwood@wyomingmn.org

City of East Bethel: Jack Davis, City Administrator
2241 221st Ave NE
East Bethel, MN 55011
(763) 367-7850
jack.davis@ci.east-bethel.mn.us

CONCLUSION

The breadth and depth of the firm's experience in labor laws makes Eckberg Lammers uniquely qualified to provide effective services to the City of Blaine. No other firm can offer the City the comprehensive services that Eckberg Lammers provides. Eckberg Lammers has the demonstrated ability and willingness to maintain close and effective working relationships with its clients. The firm has enjoyed tremendous success representing organizations of all sizes due to its complete representation, which results from the commitment, ability and communication of all attorneys and staff to deliver to the client the services requested. Eckberg Lammers is excited for the opportunity to provide comprehensive and thorough labor services to the City of Blaine.

Respectfully submitted this 13th day of August, 2021.

Eckberg Lammers, P.C.



Lida M. Bannink
(651) 351-2116
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APPENDIX A

Roster of Attorneys

Eckberg Lammers has 17 attorneys who work collaboratively to deliver a full spectrum of legal services for every client. The following is a summary of each attorney's area(s) of practice:

Attorney:	Area(s) of Practice:
Lida M. Bannink*	Labor and Employment Law, Municipal Law, Civil Litigation
Pamela J.F. Whitmore*	Municipal Law, Rule 114 Qualified Neutral- Minnesota, Employment Law, Civil Litigation, Alternative Dispute Resolution
Christopher T. Nelson	Municipal Law, Civil Litigation, Labor and Employment Law
Thomas R. Loonan	Municipal Law, Business Law, Commercial Real Estate
Nicholas J. Vivian*	Municipal Law, Banking and Finance, Business Law
Kevin S. Sandstrom*	Municipal Law, Civil Litigation, Worker's Compensation
Imran Ali*	Director of Law Enforcement Education & Training, Municipal Prosecution, Litigation, Personal Injury
Thomas J. Weidner*	Municipal Prosecution, Civil Litigation
Derek T. Archambault	Municipal Prosecution
Kari E. O'Leary	Municipal Prosecution
Eric J. Sherburne	Banking and Finance
Ashley M. Kemplin-Gamm	Commercial Real Estate, Municipal Real Estate
Patrick J. Sweeney	Municipal Law, Civil Litigation
Mitchell S. Sell	Civil Litigation, Municipal Prosecution
Anneliese L. McCahery	Municipal Law, Municipal Prosecution
Joseph D. Van Thomme*	Municipal Prosecution
Patrick J. Boley	Estate Planning and Probate

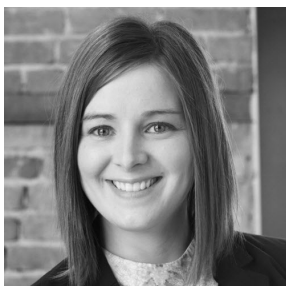
** Indicates shareholder(s)*

APPENDIX B

Support Personnel

The firm has a stable and consistent staff base that has steadily grown over time. All positions are filled with employees who have the experience and knowledge to meet the requirements of the firm's municipal clients. Our support is as follows:

Name	Title	Practice Area(s)
Heather Blesener	Legal Assistant	Labor & Employment, Municipal Law
Danette Langness	Paralegal	Municipal Law, Banking and Finance, Business Organization
Carol Dawson	Paralegal	Labor & Employment, Civil Litigation, Municipal Law
Julie Wheeler	Legal Assistant	Municipal Law, Banking and Finance, Business Organization
Missy Barstow	Legal Assistant	Prosecution
Kelly Salo	Legal Assistant	Prosecution
Julie Meredith	Legal Assistant	Prosecution
Kelly Deweerd	Legal Assistant	Prosecution
Taylor Thoreson	Victim/Witness Coordinator	Prosecution
Linda Wikoff	Victim/Witness Coordinator	Prosecution
Andrea Evans	Paralegal	Real Estate
Sarah Mendenhall	Legal Assistant	Personal Injury
Jenny Brodrick	Paralegal	Personal Injury
Karen Stoltzmann	Paralegal	Probate
Kathy Wahlman	Legal Assistant	Civil Litigation, Workers' Compensation
Shelley de St. Aubin	Legal Assistant	Estate Planning
Andrea Glover	Law Clerk	Prosecution
Alex Screatton	Law Clerk	Civil Litigation
Kim Pepera	Office Administrator	
Linda Junco	Accountant	
Dana Reynolds	Marketing Director	
Charmagne Banaszek	Receptionist	



Lida Bannink Attorney

651-351-2116
lbannink@eckbergglammers.com

Lida Bannink is a shareholder and lead attorney in our labor and employment practice as well as a litigator in our business and individual law groups. She routinely advises employers, both businesses and municipalities, on how to manage the complex web of laws and regulations to support the entity's human resource needs. Lida is especially adept at synthesizing complex legal and factual materials and clearly communicating all aspects of a matter to her clients. When called upon to litigate, she is a strong advocate in the courtroom. She focuses in the following areas:

LABOR & EMPLOYMENT

- Employee performance issues
- Family & Medical Leave Act (FMLA)
- American's with Disabilities Act (ADA)
- Separation/termination agreements
- Discrimination and harassment
- Families First Coronavirus Response Act "FFCRA"
- Workplace investigations
- Noncompete/confidentiality agreements
- Wage & overtime/medical leave
- Whistleblowing & retaliation
- Employment handbooks
- Collective bargaining
- Telecommuting agreements
- Worker classification

Lida is actively involved in bettering the community both professionally, such as her involvement in the St. Croix Valley Employers' Association, and personally through various volunteer events and charitable giving opportunities. She was raised on her family's rural farm in Clear Lake, Wisconsin and now resides in Western Wisconsin with her husband and three daughters. She has a passion for the outdoors and helping others in need.

About Eckberg Lammers, P.C.

Founded in 1949, Eckberg Lammers, P.C. is a fixture in the Twin Cities metropolitan area. With offices in Stillwater and Hudson, our attorneys serve clients throughout Minnesota and Wisconsin across a wide platform of practice areas. Our mission is to Build and Strengthen Communities through long-term relationships with municipalities, financial institutions, business and individuals to creatively solve legal needs.

eckbergglammers.com

Stillwater Office

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Stillwater, MN 55082
Phone: 651-439-2878
Fax: 651-439-2923

Areas of Practice

Labor & Employment
Municipal Labor & Employment
Business & Commercial Litigation
Civil Litigation

Bar Admissions

Wisconsin
Minnesota
U.S. District Court
Western District of Wisconsin
U.S. District Court
Eastern District of Wisconsin
U.S. Court of Appeals
Seventh Circuit
United States Supreme Court

Education

University of Wisconsin, Madison, WI
J.D.
Hamline University, St. Paul, MN
B.A., summa cum laude

Professional Affiliations

Minnesota State Bar Association
Council, Labor and Employment section, Member
State Bar of Wisconsin
Member
St. Croix Valley Bar Association
Member

Community Involvement

St. Croix Valley Employers Association
Programming Committee Member, Member
New Richmond Chamber of Commerce
Member
Hudson Chamber of Commerce
Member
Greater Stillwater Area Chamber of Commerce
Member



ECKBERG LAMMERS

ATTORNEYS AT LAW



Pam Whitmore
Attorney, Rule 114 Qualified Neutral

651-351-2133
pwhitmore@eckberglammers.com

Pam is a shareholder and attorney with Eckberg Lammers. She is also a Rule 114 Qualified Neutral and lead attorney for our Conflict Management Solutions practice. She also practices extensively in Municipal Law and Employment Law.

Her in-depth litigation experience working on behalf of cities, counties, school districts, and townships has provided her extensive knowledge regarding many facets of municipal law. She is well versed in open meeting laws, data practices, utilities and telecommunications, land use, workplace investigations, social media in the workplace, and discrimination and harassment claims. She has appeared in both state and federal court as well as the Minnesota Court of Appeals, prevailing in many. Examples include:

- **In the Matter of Application McDuffee (Minn. App. 2008):** Successfully defended Township's decision to grant conditional use permit to dog breeding facility.
- **Steinke v. Columbus Township (Minn. App. 2007):** Successfully defended challenge to Township's assessment on landowners' property for water project.
- **Doe v. Independent School District No. 152 and City of Moorhead (Minn. App. 2007):** Successfully defended appeal of summary judgment dismissal of City on based on finding of no duty owed to user of Sports Facility.
- **Dropp v. County of Streamns (Minn. App. 2005):** Successfully overturned on appeal lower court decision based on applicability of statutory immunity to County's decision of pole placement.

Pam is also a Rule 114 Qualified Neutral in the State of Minnesota. She specializes in conflict management services, which benefit municipalities and other governmental bodies, as well as private businesses. She provides a holistic process for organizations to learn how to engage others, be open to perspectives, generate integrative solutions, and take the next steps towards improved communication, collaboration, and strategic planning.

When not working, you can find Pam on the golf course with her husband, on walks with her dog, or cooking for one or more of her three adult kids and friends.

About Eckberg Lammers, P.C.

Founded in 1949, Eckberg Lammers, P.C. is a fixture in the Twin Cities metropolitan area. With offices in Stillwater and Hudson, our attorneys serve clients throughout Minnesota and Wisconsin across a wide platform of practice areas. Our mission is to Build and Strengthen Communities through long-term relationships with municipalities, financial institutions, business and individuals to creatively solve legal needs.

Stillwater Office

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Areas of Practice

Conflict Management Solutions
Alternative Dispute Resolution/
Mediation
Employment Law
Municipal Law

Bar Admissions

Minnesota
Wisconsin

Education

Rule 114, Qualified Neutral - State of Minnesota
Strategic Planning & Measurement, University of Minnesota Continuing Education
University of Iowa, College of Law Iowa City, IA, J.D.
University of Northern Iowa Cedar Falls, IA, B.S.

Professional Affiliations

Minnesota State Bar Association
Member, Public Law Section
Ramsey County Bar Association
Member
Minnesota Association City Attorneys, *Member*
Association of Conflict Resolution - Environment and Public Policy Section, *Member*
The International Municipal Lawyers Association, *Member*

Community Involvement

Minnesota State Bar Association Mock Trial, *Coach and Judge*
Meals on Wheels
Volunteer
Community Engagement Practitioners Group, State of Minnesota
University of St. Thomas Law School, *Mentor*

Exhibit A: Consent for Release of Response Data


8/5, 2021

City of Blaine
Sheri Chesness
Deputy HR Director
10801 Town Square Drive, Blaine MN 55449

RE: Request for Proposal: Labor Attorney Services

Consent for Release of Data

Lida M. Bannink, on behalf of
Eckberg Lammers, P.C., hereby consents to the release of its proposal in
response to the Request for Proposals for Labor Attorney Services and waives any claims
it may have under Minnesota Statutes §13.08 against the City of Blaine for making such
information public.


Signature

Lida M. Bannink
Printed Name

Attorney & Shareholder
Title