



Labor and employment law veteran Timothy Wong brings more than three decades of experience to counseling and training employers in all areas of human resource practices and management and in defending discrimination claims and other charges. Prior to joining the firm, Tim served as lead in-house employment counsel for a Fortune 100 company based in the Twin Cities.

Tim brings a practical business perspective to employment issues, blending an understanding of employment law with skills and knowledge regarding the real-life challenges and practical solutions for addressing employment issues.

Tim has a passion for working with clients to identify and implement proactive, practical solutions for avoiding workplace issues. Those solutions include audits of HR practices and policies, employment law training for HR personnel, supervisors and managers, developing policies and templates for addressing HR issues, and providing counsel on specific issues.

When workplace issues do arise, Tim provides client support on investigations and assists with defense against claims based on his years of experience working with companies.

Prior to joining the firm, Tim spent over 20 years working for 3M. He served as associate general counsel managing 3M's labor, employment and benefits practice group, and as legal director of the Asian Pacific Region (APAC). He was also the human resources director for 3M's Employee Relations organization, and director for the 3M Foundation (3Mgives).

In those roles, he provided employment counsel, charge and litigation support to multiple businesses within the organization; managed and provided employee relations support to 3M's global manufacturing operations; served as primary business counsel to the APAC Vice President, and led 3M's philanthropic efforts to promote social investments and community engagement.

Timothy Y. Wong

Of Counsel

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EDUCATION

University of Minnesota Law School,
(J.D.), cum laude

Northwestern University, (B.S.), political
science

BAR ADMISSIONS

Minnesota

LANGUAGES

English

PRACTICES

Discipline and Termination

Downsizing and WARN Act

EEO Compliance

Employment

Executive Level (or C-Suite) Internal
Investigations

Labor and Employment

Management and Employee Training

Mergers and Acquisitions - Labor Issues

Workplace Counseling

Before joining 3M, Tim spent several years in private practice.

Professional and Community Involvement

Board of trustees, National Conference of Bar Examiners

Board member, Minnesota Board of Law Examiners

Trustee, Minnehaha Academy

Former volunteer board member, United Cambodian Association of Minnesota

Former volunteer board member, St. Paul Area YMCA

Former volunteer board member, Walk-In Clinic

Honors

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