



Practices

- National Compliance and Multi-State Solutions
- Restaurants
- Disability, Leave and Health Management

Education

- University of Iowa College of Law, J.D. 2017
- University of Iowa, B.A. 2014

Admitted to Practice

- 8th Circuit Court of Appeals 2024
- Minnesota - D. Minn. 2022
- Minnesota 2018
- Iowa 2017

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Elaine "Lainey" Luthens is an associate in the Minneapolis, Minnesota, office of Jackson Lewis P.C. Her practice focuses on representing employers in workplace legal matters, including preventive advice and counseling, as well as drafting employment-related policies and contracts.

She has represented employers on a wide range of employment-related disputes, such as claims for discrimination, harassment, retaliation, wage loss, and breach of contract, in state and federal court and before federal, state, and local agencies.

Prior to entering private practice, Elaine clerked for the Honorable Susan Burke in the Fourth Judicial District of Minnesota in Minneapolis and for the judges of the Fifth Judicial District of Iowa in Des Moines.

Published Works

- *Racial Discrimination or Valid Business Judgments?: Employment Law and the Business Judgment Rule*, 20 J. Gender, Race & Just. 381 (2017)