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2015

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Form 990-EZ

Department of the Treasury
Internal Revenue Service

Short Form

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

- Do not enter social security numbers on this form as it may be made public.
- Information about Form 990-EZ and its instructions is at www.irs.gov/form990.

A For the 2015 calendar year, or tax year beginning 07-01-2015 , and ending 06-30-2016**B Check if applicable**

- Address change
- Name change
- Initial return
- Final return/terminated
- Amended return
- Application pending

C Name of organization MINNESOTA EMPLOYMENT LAW COUNCIL C/O MELISSA RAPHAN/DORSEY & WHITNEY	D Employer identification number 41-1687208
Number and street (or P. O. box, if mail is not delivered to street address) 50 S SIXTH STREET NO 1500	E Telephone number (612) 343-7907
F Group Exemption Number ►	
G Accounting Method <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual Other (specify) ►	H Check ► <input checked="" type="checkbox"/> if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF)

I Website: ►N/A**J Tax-exempt status** (check only one) - 501(c)(3) 501(c)(6) (insert no) 4947(a)(1) or 527**K Form of organization** Corporation Trust Association Other**L Add lines 5b, 6c, and 7b to line 9 to determine gross receipts. If gross receipts are \$200,000 or more, or if total assets (Part II, column (B) below) are \$500,000 or more, file Form 990 instead of Form 990-EZ ► \$ 27,000****Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances** (see the instructions for Part I)Check if the organization used Schedule O to respond to any question in this Part I

Revenue 1 Contributions, gifts, grants, and similar amounts received 2 Program service revenue including government fees and contracts 3 Membership dues and assessments 4 Investment income 5a Gross amount from sale of assets other than inventory b Less cost or other basis and sales expenses c Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a) 6 Gaming and fundraising events a Gross income from gaming (attach Schedule G if greater than \$15,000) b Gross income from fundraising events (not including \$ _____ of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000) c Less direct expenses from gaming and fundraising events d Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c) 7a Gross sales of inventory, less returns and allowances b Less cost of goods sold c Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a) 8 Other revenue (describe in Schedule O) 9 Total revenue. Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8 ►	1 2 3 27,000 4 5c 6a 6b 6c 6d 7a 7b 7c 8 9 27,000
Expenses 10 Grants and similar amounts paid (list in Schedule O) 11 Benefits paid to or for members 12 Salaries, other compensation, and employee benefits 13 Professional fees and other payments to independent contractors 14 Occupancy, rent, utilities, and maintenance 15 Printing, publications, postage, and shipping 16 Other expenses (describe in Schedule O) 17 Total expenses. Add lines 10 through 16 ►	10 11 12 13 31,484 14 15 16 17 31,484
Net Assets 18 Excess or (deficit) for the year (Subtract line 17 from line 9) 19 Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return) 20 Other changes in net assets or fund balances (explain in Schedule O) 21 Net assets or fund balances at end of year Combine lines 18 through 20	18 -4,484 19 63,650 20 0 21 59,166

Part V Other Information (Note the Schedule A and personal benefit contract statement requirements in the instructions for Part V.) Check if the organization used Schedule O to respond to any question in this Part V

	Yes	No
33 Did the organization engage in any significant activity not previously reported to the IRS? If "Yes," provide a detailed description of each activity in Schedule O	33	No
34 Were any significant changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the amended documents if they reflect a change to the organization's name. Otherwise, explain the change on Schedule O (see instructions)	34	No
35a Did the organization have unrelated business gross income of \$1,000 or more during the year from business activities (such as those reported on lines 2, 6a, and 7a, among others)?	35a	No
b If "Yes," to line 35a, has the organization filed a Form 990-T for the year? If "No," provide an explanation in Schedule O	35b	
c Was the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization subject to section 6033(e) notice, reporting, and proxy tax requirements during the year? If "Yes," complete Schedule C, Part III	35c	No
36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N	36	No
37a Enter amount of political expenditures, direct or indirect, as described in the instructions ► 37a	37a	0
b Did the organization file Form 1120-POL for this year?	37b	
38a Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the tax year covered by this return?	38a	No
b If "Yes," complete Schedule L, Part II and enter the total amount involved	38b	
39 Section 501(c)(7) organizations Enter	39a	
a Initiation fees and capital contributions included on line 9	39a	
b Gross receipts, included on line 9, for public use of club facilities	39b	
40a Section 501(c)(3) organizations Enter amount of tax imposed on the organization during the year under section 4911 ► _____, section 4912 ► _____, section 4955 ► _____	40b	
b Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Did the organization engage in any section 4958 excess benefit transaction during the year, or did it engage in an excess benefit transaction in a prior year that has not been reported on any of its prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	40b	
c Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ► _____	40b	
d Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Enter amount of tax on line 40c reimbursed by the organization	40b	
e All organizations At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T	40e	No
41 List the states with which a copy of this return is filed ► MN		
42a The organization's books are in care of ► MELISSA RAPHAN Telephone no ► (612) 343-7907		
Located at ► 50 SOUTH SIXTH STREET SUITE 1500 MINNEAPOLIS, MN ZIP + 4 ► 554021498		
b At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	42b	No
If "Yes," enter the name of the foreign country ► _____	42c	No
See the instructions for exceptions and filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)		
c At any time during the calendar year, did the organization maintain an office outside the U.S.?	42c	No
If "Yes," enter the name of the foreign country ► _____		
43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041 - Check here ► 43 and enter the amount of tax-exempt interest received or accrued during the tax year	43	
44a Did the organization maintain any donor advised funds during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44a	No
b Did the organization operate one or more hospital facilities during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44b	No
c Did the organization receive any payments for indoor tanning services during the year?	44c	No
d If "Yes," to line 44c, has the organization filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	44d	
45a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	45a	No
45b Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," Form 990 and Schedule R may need to be completed instead of Form 990-EZ (see instructions)	45b	

			Yes	No
46	Did the organization engage, directly or indirectly, in political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	46		No

Part VI Section 501(c)(3) organizations only

All section 501(c)(3) organizations must answer questions 47-49b and 52, and complete the tables for lines 50 and 51

Check if the organization used Schedule O to respond to any question in this Part VI

			Yes	No
47	Did the organization engage in lobbying activities or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	47		
48	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	48		
49a	Did the organization make any transfers to an exempt non-charitable related organization?	49a		
b	If "Yes," was the related organization a section 527 organization?	49b		

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None"

(a) Name and title of each employee	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation

f Total number of other employees paid over \$100,000

51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None"

(a) Name and business address of each independent contractor	(b) Type of service	(c) Compensation

d Total number of other independent contractors each receiving over \$100,000.

52 Did the organization complete Schedule A? **NOTE.** All Section 501(c)(3) organizations must attach a completed Schedule A

Yes No

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

***** Signature of officer MELISSA RAPHAN GENERAL COUNSEL Type or print name and title	2017-04-27 Date
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Paid Preparer Use Only	Print/Type preparer's name BARRY NEWMAN	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed PTIN P00292168
	Firm's name ► DORSEY & WHITNEY LLP			Firm's EIN ► 41-0223337
	Firm's address ► 50 S 6TH ST STE 1500 MINNEAPOLIS, MN 55402			Phone no (612) 340-2600

May the IRS discuss this return with the preparer shown above? See instructions

Yes No

Additional Data

Software ID:
Software Version:

EIN: 41-1687208

Name: MINNESOTA EMPLOYMENT LAW COUNCIL
C/O MELISSA RAPHAN/DORSEY & WHITNEY

Form 990EZ, Part III - Statement of Program Service Accomplishments

Describe what was achieved in carrying out the organization's exempt purposes. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.	Expenses (Required for 501(c)(3) and 501(c)(4) organizations and 4947(a)(1) trusts; optional for others.)
<p>28 PRINCIPAL ACTIVITIES MELC MEMBERS MEET ON AVERAGE 3-4 TIMES PER YEAR TO DISCUSS EXPERIENCES, SOLICIT OTHERS' VIEWPOINTS AND SHARE IDEAS ABOUT THE LATEST EMPLOYMENT REGULATORY COMPLIANCE AND HUMAN RESOURCE POLICY AND PRACTICE ISSUES. THESE MEETINGS REVOLVE NOT AROUND TRADITIONAL SEMINAR LECTURES BUT AROUND DISCUSSION BY THE MEMBERS OF ISSUES THEY ARE CURRENTLY FACING OR BACKGROUND THEY FEEL THEY ARE MISSING RELATIVE TO SPECIFIC CHALLENGES. MELC IS DESIGNED AS A VEHICLE THROUGH WHICH MEMBERS CAN ADDRESS THE QUESTION "WHAT ARE OTHERS DOING ABOUT THIS?" THESE MEETINGS PROVE TO BE A RICH SOURCE OF EXAMPLES, DATA AND IDEAS. IN EACH CASE, THE PROGRAM IS HIGHLY INTERACTIVE AMONG THE MEMBERS AND DEALS MUCH MORE WITH PRACTICAL EXPERIENCE THAN LEGAL DISSERTATION. IN ADDITION, MELC CLOSELY FOLLOWS DEVELOPMENTS AS THEY EMERGE AND ARE CONSIDERED AT THE MINNESOTA LEGISLATURE AND LOCAL GOVERNMENTS, HELPING MEMBERS KEEP THEIR MANAGEMENT CURRENTLY ADVISED ABOUT LEGISLATIVE TRENDS, SENTIMENTS AND PROPOSALS AND DELIVERING TIMELY EXPERT LEGAL TESTIMONY AT SOMETIMES HASTILY SCHEDULED COMMITTEE HEARINGS AS APPROPRIATE. MELC LOBBYISTS MONITOR WORKER RIGHTS, LEAVE, WAGE AND OTHER EMPLOYMENT BILLS AS AND BEFORE THEY EMERGE, GUIDE AND HELP IMPLEMENT MELC'S RESPONSE AND COORDINATE MELC ACTIVITY WITH THOSE OF OTHER EMPLOYER ORGANIZATIONS AND INDIVIDUAL COMPANY LOBBYISTS WHOSE RESPONSIBILITIES ARE MUCH LESS SPECIALIZED. MELC IS CONSISTENTLY CAREFUL TO STRIKE A RESPONSIBLE, CONSTRUCTIVE TONE, EMPHASIZING POTENTIAL UNINTENDED CONSEQUENCES OF LEGISLATIVE PROPOSALS. FINALLY, ON SELECT OCCASIONS PRESENTING A STRONG LIKELIHOOD OF IMPORTANT POLICY PRECEDENT, MELC PARTICIPATES IN MINNESOTA APPELLATE CASES IN A AMICUS CURIAE ROLE, AGAIN WITH A VIEW TO SHAPING THE LAW BEFORE IT HAS BEEN FINALLY PROMULGATED. INQUIRIES ANYONE INTERESTED IN LEARNING MORE OR PURSUING MEMBERSHIP SHOULD CONTACT MELISSA RAPHAN, DORSEY & WHITNEY LLP, 50 SOUTH SIXTH STREET, MINNEAPOLIS, MN 55402-1498, (612) 343-7907 (Grants \$ 0) If this amount includes foreign grants, check here . . . ► □</p>	28a 0

TY 2015 Transfers Personal Benefits Contracts Declaration

Name: MINNESOTA EMPLOYMENT LAW COUNCIL
C/O MELISSA RAPHAN/DORSEY & WHITNEY

EIN: 41-1687208

Declaration: THE ORGANIZATION DID NOT, DURING THE YEAR, RECEIVE ANY FUNDS, DIRECTLY, OR INDIRECTLY, TO PAY PREMIUMS ON A PERSONAL BENEFIT CONTRACT. THE ORGANIZATION, DID NOT, DURING THE YEAR, PAY ANY PREMIUMS, DIRECTLY, OR INDIRECTLY, ON A PERSONAL BENEFIT CONTRACT.