Form **990EZ**

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.

▶ Go to *www.irs.gov/Form990EZ* for instructions and the latest information.

OMB No. 1545-1150

2019

Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 07-01-2019 , and ending 06-30-2020

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

Number and street (or P. O. box, if mail is not delivered to street address) | Room/suite
50 S SIXTH STREET NO 1500

City or town, state or province, country, and ZIP or foreign postal code
MINNEAPOLIS, MN 554021498

D Employer identification number
41-1687208

E Telephone number
(612) 343-7907

F Group Exemption Number ▶

G Accounting Method: ☐ Cash ☑ Accrual Other (specify) ▶

H Check ▶ ☑ 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 . . . . ▶ $ 44,000

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			1	
	2	Program service revenue including government fees and contracts			2	
	3	Membership dues and assessments			3	44,000
	4	Investment income			4	
	5a	Gross amount from sale of assets other than inventory	5a			
	b	Less: cost or other basis and sales expenses	5b			
	c	Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)			5c	
	6	Gaming and fundraising events				
	a	Gross income from gaming (attach Schedule G if greater than $15,000)	6a			
	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)	6b			
	c	Less: direct expenses from gaming and fundraising events	6c			
	d	Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c)			6d	
	7a	Gross sales of inventory, less returns and allowances	7a			
	b	Less: cost of goods sold	7b			
	c	Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)			7c	
	8	Other revenue (describe in Schedule O)			8	
	9	**Total revenue.** Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8 ▶			9	44,000
Expenses	10	Grants and similar amounts paid (list in Schedule O)			10	
	11	Benefits paid to or for members			11	
	12	Salaries, other compensation, and employee benefits			12	
	13	Professional fees and other payments to independent contractors			13	7,200
	14	Occupancy, rent, utilities, and maintenance			14	
	15	Printing, publications, postage, and shipping			15	
	16	Other expenses (describe in Schedule O)			16	60
	17	**Total expenses.** Add lines 10 through 16 ▶			17	7,260
Net Assets	18	Excess or (deficit) for the year (Subtract line 17 from line 9)			18	36,740
	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)			19	7,318
	20	Other changes in net assets or fund balances (explain in Schedule O)			20	0
	21	Net assets or fund balances at end of year. Combine lines 18 through 20			21	44,058

Part II **Balance Sheets** (see the instructions for Part II)

Check if the organization used Schedule O to respond to any question in this Part II . . . ☐

	(A) Beginning of year		(B) End of year
22 Cash, savings, and investments	7,318	22	44,058
23 Land and buildings		23	
24 Other assets (describe in Schedule O)		24	
25 Total assets	7,318	25	44,058
26 Total liabilities (describe in Schedule O)	0	26	0
27 Net assets or fund balances (line 27 of column (B) **must** agree with line 21)	7,318	27	44,058

Part III **Statement of Program Service Accomplishments** (see the instructions for Part III)

Check if the organization used Schedule O to respond to any question in this Part III . . ☑

Expenses (Required for section 501(c)(3) and 501(c)(4) organizations; optional for others.)

What is the organization's primary exempt purpose?

FOUNDED IN 1990, THE MINNESOTA EMPLOYMENT LAW COUNCIL (MELC) SERVES MEMBER ORGANIZATIONS BY HELPING THEIR HUMAN RESOURCE PROFESSIONALS AND CORPORATE COUNSEL STAY ABREAST OF AND SHAPE CONSTRUCTIVE PUBLIC EMPLOYMENT LAW POLICY DEVELOPMENTS IN MINNESOTA, AS WELL AS BENCHMARK THE BEST PRACTICES OF OTHER MEMBERS RELATIVE TO EMPLOYMENT, EQUAL OPPORTUNITY AND DIVERSITY OBJECTIVES AND LEGAL COMPLIANCE ISSUES.MEMBERSHIP IS OPEN TO ANY EMPLOYER THAT EMPLOYS PEOPLE WITHIN THE STATE OF MINNESOTA, SUBJECT TO APPROVAL OF EXISTING MEMBERS. MEMBERSHIP INVOLVES ANNUAL DUES OF $3,000 AND AN INTEREST IN SHARING AND ACCESSING MEMBER IDEAS AND EXPERIENCES WITHIN THE SCOPE OF MELC'S MISSION. UPON APPLICATION AND ACCEPTANCE, MEMBERS ARE INVITED TO PARTICIPATE IN ALL MELC PROGRAMS, ELIGIBLE TO RECEIVE ALL INFORMATIONAL MATERIALS AVAILABLE FOR MEMBERSHIP DISTRIBUTION AND FREE TO CONSULT WITH OTHER MEMBERS AND THE MELC GENERAL COUNSEL REGARDING CURRENT LEGAL DEVELOPMENTS AND HUMAN RESOURCE PRACTICES.

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.

28 See Additional Data Table (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	28a	
29 See Additional Data Table (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	29a	
30 See Additional Data Table (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	30a	
31 Other program services (describe in Schedule O) (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	31a	
32 Total program service expenses (add lines 28a through 31a) ▶	32	

Part IV **List of Officers, Directors, Trustees, and Key Employees** (list each one even if not compensated — see the instructions for Part IV)

Check if the organization used Schedule O to respond to any question in this Part IV. . . ☐

(a) Name and title	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC) (if not paid, enter -0-)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation
LISA LEWIS AMERIPRISE PRESIDENT	0.00	0	0	0
MELISSA RAPHAN DORSEY WHITNEY LL GENERAL COUNSEL	0.00	0	0	0
RYAN MICK DORSEY WHITNEY LLP GENERAL COUNSEL	0.00	0	0	0

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 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:			
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 ▶			
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 sections4912, 4955, and 4958 ▶			
d	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Enter amount of tax on line 40c reimbursed by the organization ▶			
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

			Yes	No
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)? If "Yes," enter the name of the foreign country: ▶ See the instructions for exceptions and filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).	42b		No
c	At any time during the calendar year, did the organization maintain an office outside the U.S.? If "Yes," enter the name of the foreign country: ▶	42c		No

43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of **Form 1041** - Check here . . . . ▶ ☐
and enter the amount of tax-exempt interest received or accrued during the tax year . . . . ▶ 43

			Yes	No
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	2021-05-17 Date
MELISSA RAPHAN GENERAL COUNSEL Type or print name and title	

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
BARRY NEWMAN		2020-10-22		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 the organization's program service accomplishments for each of its three largest program services, as measured by expenses. 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 section 501 (c)(3) and 501(c)(4) organizations; optional for others.)	
28 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. (Grants $ 0) If this amount includes foreign grants, check here . . . ▶ ☐	**28a**	0

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

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. 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 section 501 (c)(3) and 501(c)(4) organizations; optional for others.)	
29 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. (Grants $ 0) If this amount includes foreign grants, check here . . . ▶ ☐	**29a**	0

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

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. 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 section 501 (c)(3) and 501(c)(4) organizations; optional for others.)
30 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. (Grants $ 0) If this amount includes foreign grants, check here . . . ▶ ☐	**30a**	0

TY 2019 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.

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SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.
▶ Go to *www.irs.gov/Form990* for the latest information.

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization
MINNESOTA EMPLOYMENT LAW COUNCIL
C/O MELISSA RAPHAN/DORSEY & WHITNEY

Employer identification number
41-1687208

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990-EZ, PART I, LINE 16 - OTHER EXPENSES	DESCRIPTION: BANK SERVICE CHARGES. AMOUNT: 60.