Schug Mediation LLC
Robert L. Schug
Mediator | Attorney

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80 South 8th Street, Ste 900
Minneapolis, MN 55402

Robert Schug has nearly two decades of experience handling civil litigation in federal and state courts across the country. Before opening his mediation practice, Mr. Schug was a partner at a nationally recognized litigation and trial firm. His background includes extensive work on individual matters and class actions involving a broad range of issues, including employment, wage and hour, civil rights, consumer, and insurance practices.

Mr. Schug has represented clients in trial, through appeals, and in arbitration. His experience gives him a broad and balanced perspective on litigation and dispute resolution, informed by working with both individuals and large organizations in high stakes matters.

Practice Areas

- Single-Plaintiff Cases
- Class Actions
- Collective Actions
- Overtime
- Minimum Wage
- Unpaid Wages
- Misclassification
- Breach of Contract
- Labor Trafficking
- Race Discrimination
- Gender Discrimination
- Disability Discrimination
- Harassment
- Whistleblower
- Medical Leaves
- Retaliation
- Consumer
- Insurance Practices

Experience

Nichols Kaster PLLP
Minneapolis, MN
San Francisco, CA
2018 – 2025 | Partner
2016 – 2017 | Of Counsel
2009 – 2012 | Attorney
2006 – 2007 | Attorney

The Impact Fund
Berkeley, CA
2013 – 2016 | Director of Litigation

Robins Kaplan PLLP
Minneapolis, MN
2007-2009 | Attorney

Education and Training

William Mitchell College of Law
2006 | J.D. | *summa cum laude*

Qualified Neutral Under Rule 114 of the
Minnesota General Rules of Practice

Middle Tennessee State University
2003 | B.S. | *summa cum laude*

30-Hour Civil Mediation Skills
The Mediation Center (MN)

Bar Admissions

Minnesota

California

Affiliations

American Bar Association

Minnesota State Bar Association

Honors and Awards

Super Lawyers List, *Minnesota Super Lawyers, Minneapolis/St. Paul Magazine and Twin Cities Business* (2025)

Lawdragon 500 Leading Plaintiff Employment & Civil Rights Lawyers (2020-2025)

The Best Lawyers in America (2022-2025)

Top Lawyers List, *Minnesota Monthly* (2024)

Top 100 Trial Lawyers, *The National Trial Lawyers List* (2022)

Rising Stars, Minnesota Super Lawyers, *Minneapolis/St. Paul Magazine, and Twin Cities Business* (2018-2021)

Rising Stars, *Northern California Super Lawyers Magazine and SF Magazine* (2012-2013)

Select Activities and Engagements

Track Co-Chair for ADR Programs, ABA 20th Annual Section of Labor and Employment Law Conference (Washington, DC, November 4-7, 2026)

Taking Effective Rule 30(b)(6) Depositions, National Employment Lawyers Association's 2024 Annual Convention (Philadelphia, PA, June 2024)

(continued)

What is New in the World of Equal Pay Case Law, ABA FLSL Midwinter Meeting (Mexico, February 2023)

Recent Developments in ESI Case Law, NELA Spring Seminar (Chicago, IL, April 2022)

Litigating Fitness for Duty Cases Under the ADA, Eighth Circuit NELA (St. Louis, MO, October 2022)

Collecting and Preserving Client ESI, National Consumer Law Center Consumer Rights Litigation Conference (Virtual, December 2021)

The ADA Turns 30: How Have Class Actions Fared? Impact Fund Class Action Conference (San Francisco, CA, February 2020)

How to Use Rule 30(b)(6) Depositions To Your Advantage, National Employment Lawyers Association's 2019 Annual Convention (New Orleans, LA, June 2019)

Legal Tools for Addressing Discrimination in Fire Departments: An Overview and Conversation, 2018 International Association of Black Professional Firefighters Convention (Atlantic City, NJ, August 2018)

Preserving, Collecting & Producing ESI from your Client, NELA Spring Conference (Vienna, VA, April 2018)

Making the Most of ESI: Now That You've Got It, Here's How You Work With It, NELA Spring Conference (Vienna, VA, April 2018)

Taking Effective Rule 30(b)(6) Depositions in Wage and Hour Cases, NELA Litigating Wage and Hour Cases (March 2017)

Current Mediation Rates

See Rate Sheet