



## || Employment Law

Employers face new challenges every day. Part of our commitment to you is making ourselves readily available when you need us on the broad range of issues that may call for prompt action. Foster Swift employment attorneys work to protect owners and their businesses using preventive action and early identification of workplace problems. By developing practical and creative solutions, we are able to help save clients' money and prevent liability.

Foster Swift employment law attorneys assist public and private organizations of all sizes with:

- Employment policies
- Interpreting state and federal laws that regulate employer-employee relationships
- Representing employers in discrimination, wrongful discharge and other employment disputes before state and federal courts, administrative agencies, in arbitrations, mediation and alternative dispute resolution processes
- Recruitment and hiring
- Grievance administration and arbitration
- Discipline and discharge
- Individual employment contracts
- Leaves of absence
- Unemployment compensation
- Workplace safety and health
- Trade secret and non-compete contracts

### **PUBLICATIONS & ALERTS**

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Independent Contractor Final Rule Could Have Major Impact on Select Industries, *Labor & Employment Law News E-blast*, January 30, 2024

As Attacks on DEI Programs Continue, Employers Should Review and Revise Diversity Initiatives, *Foster Swift Labor & Employment Law News E-blast*, December 20, 2023

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### **ATTORNEYS**

#### **Shareholder**

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### **RELATED PRACTICES**

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U.S. Supreme Court Sides with USPS Worker on Religious Accommodation, *Foster Swift Labor & Employment Law News E-blast*, July 6, 2023

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Dausman Selected to "Women in the Law" Class of 2019, July 18, 2019

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Attorneys Clifford Hammond and Jonathan Schwartz Join Foster Swift's Southfield Office, October 11, 2016  
Ray Littleton Appointed as Chair of the Rules and Calendar Committee for the Representative Assembly for the State Bar of Michigan, November 9, 2015  
Three Foster Swift Attorneys Named to dbusiness 2016 Top Lawyers, November 9, 2015  
21 Foster Swift Attorneys named to 2015 Michigan Super Lawyers and Michigan Rising Stars, September 8, 2015  
44 Foster Swift Attorneys Named to 2016 Best Lawyers in America® Roster, August 21, 2015  
Free Webinar Addresses How to Discipline and Terminate Employees, June 5, 2015  
dbusiness Names Four Foster Swift Attorneys Top Lawyers 2014, December 2013  
Foster Swift attorneys author human resources publication, May 1, 2013

## **EVENTS**

Substance Use Policies and Your Township, *Michigan Township Association (MTA) Conference 2024*, April 23, 2024  
Classification: Employees vs. Independent Contractors in a New Era, *Second Wednesday Sessions*, April 10, 2024  
The Commissioner's Role in Union Negotiations, *County Road Association of Michigan: 2024 Highway Conference & Road Show*, March 20, 2024  
Preparing for New Independent Contractor Rules, *Michigan Business Network*, February 16, 2024  
How Recent Ruling Will Impact Your Business Initiatives, *Second Wednesday Sessions*, November 8, 2023  
Employee Drug Testing, *Fall 2023 Labor & Employment Law Update Webinar*, October 12, 2023  
Employee Misclassification, *Fall 2023 Labor & Employment Law Update Webinar*, October 12, 2023  
Employers' Use of Artificial Intelligence (AI), *Fall 2023 Labor & Employment Law Update*, October 12, 2023  
Fall 2023 Labor & Employment Law Update, *Foster Swift Going Forward Webinars*, October 12, 2023  
Latest in Noncompete Developments, *Fall 2023 Labor & Employment Law Update Webinar*, October 12, 2023  
Unemployment Insurance Matters, *Fall 2023 Labor & Employment Law Update Webinar*, October 12, 2023  
What Has Changed in the Workplace?, *Fall 2023 Labor & Employment Law Update Webinar*, October 12, 2023  
Should Employers Use Generative AI for the Hiring Process?, *Foster Swift Second Wednesday Lunch Break*, June 14, 2023  
How the New Wage and Hour Laws Impact Your Township, *Michigan Townships Association Annual Conference 2023*, April 19, 2023  
Learn Recent Changes in Employment Law, *Foster Swift Second Wednesday Lunch Break*, February 8, 2023  
Changes to Michigan Minimum Wage and Paid Leave with Mike Blum, *Library of Michigan*, February 3, 2023  
Why You Should be Worried About the NLRB as a Nonunion Employer, *ASE*, November 10, 2022



ADA and FMLA Compliance and Regulation Issues, *Fall 2022 Labor & Employment Law Update Webinar*, October 12, 2022

Labor Law & Rapid Fire Look at DEI, *Fall 2022 Labor & Employment Law Update Webinar*, October 12, 2022

Talent Recruitment and Retention Policies, *Fall 2022 Labor & Employment Law Updates*, October 12, 2022

What Employers Need to Prepare for in 2023, *Foster Swift Going Forward Webinars*, October 12, 2022

Employers: Are You Ready for the Changes Coming in 2022?, *Foster Swift Going Forward Webinars*, March 10, 2022

What Does 2022 Hold for Employers?, *Foster Swift 2nd Wednesday Morning Break*, January 12, 2022

Looking Forward: What Employers Need to Know for 2022, *Foster Swift Going Forward Webinars*, October 19, 2021

What Can Employers Expect Returning to Work?, *Foster Swift 2nd Wednesday Morning Break*, June 9, 2021

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Unpacking MIOSHA Guidelines, *MICPA*, March 25, 2021

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What Happens If MIOSHA Shows Up?, *Foster Swift*, January 13, 2021

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The Current Status of COVID Orders in Michigan, *Foster Swift*, November 11, 2020

Now That the Stay at Home Order is Lifted, What do Municipalities Need to Know?, *Michigan Municipal League*, June 8, 2020

Employer Guidance for a Lawful and Safe Re-Opening, *Foster Swift*, May 27, 2020

Coronavirus and Your Business: Employee Matters, *Lansing Regional Chamber of Commerce*, March 30, 2020

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Dealing With the Troubled/Troubling Employee, *National Business Institute (Employment Law: 2019 Comprehensive Guide)*, November 13, 2019

FMLA, ADA and Workers' Compensation: Managing Leave of Absence Issues, *National Business Institute (Employment Law: 2019 Comprehensive Guide)*, November 13, 2019

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Best Practices For Employers On Using Video Surveillance Of Employees, *Michigan Business Network*, August 22, 2019

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Employee Handbooks and Personnel Policies, *Michigan Chamber of Commerce: Lansing*, April 23, 2019

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Compliance in Today's Environment of Employment Law Hyper-Awareness, *MICPA: CPEconomy Event for Industry, Troy*, March 26, 2019

Your Employee is Hurt, but is it FMLA, ADA or Workers Comp?, *Michigan Chamber of Commerce*, March 7, 2019

No, that Employee is NOT an Independent Contractor, *Michigan Chamber of Commerce*, January 31, 2019

Responding to Workplace Violence: Workers' Compensation, *Foster Swift*, October 17, 2018

"A Swinging Pendulum or Course Corrections: Recent Cases and Upcoming Changes", *26th Annual Bernard Gottfried Memorial Labor Law Symposium*, October 11, 2018

Why Worry About Unions Under the Trump Administration?, *American Society of Employers (ASE)*, August 9, 2018

Hiring, Investigating and Discipline/Discharge in the Law, *Foster Swift: Developing Labor Law Update*, May 9, 2018

Employment and labor laws that can affect the dairy industry, *Great Lakes Regional Dairy Conference (GLRDC)*, February 8, 2018

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Can an employee be fired while away on FMLA?, *Stop Before You Crash: Workers' Compensation and Employment Law*, March 22, 2017

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Sexual Harassment in Workers' Compensation, *Stop Before You Crash: Workers' Compensation and Employment Law*, March 22, 2017

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When an Employee Dies: HR & Accounting Essentials, *Michigan Chamber of Commerce*, April 2015

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Social Media Litigation Prevention for Public Employers, *Michigan Movers Association Annual Convention*, February 4, 2015



FMLA, ADA and Workers' Compensation: The Bermuda Triangle of Employment Law, *Michigan Chamber of Commerce*, February 3, 2015

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Social Networking and Human Resources Hot Topics, *Michigan Municipal Treasurers Association Advanced Institute*, May 2, 2012

Seasonal or Unseasonal: That is the Question, *Michigan Golf Business*, November 30, 2011

Employers Guide to Social Media, *Walsh College BusinessLIVE*, October 20, 2011

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SEMINAR | Library Policies Seminar, *Walsh College & Foster Swift Collins & Smith, PC*, August 19, 2010

Current Trends and Developments in Labor Law, *Industrial Relations Research Association, Mid-Michigan Chapter*, 2004

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Leaves of Absence and the Reasonable Accommodation Requirements, *Abbott, Nicholson, Quilter, Esshaki & Youngblood, P.C. Employment Law Update*, 1995

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