Overview

Ranked as a 2019 national “Best Law Firm” in Litigation - Labor & Employment by U.S. News - Best Lawyers®, Dykema's team of labor and employment lawyers applies in-depth knowledge of ever-changing legal issues to the representation of corporate and public employers in such diverse fields as retail, manufacturing, construction, transportation, banking and finance, health care, government and education.

Dykema provides strategic counsel on all employment-related issues, from civil rights and employee benefits to union negotiations, immigration and litigation. With our advice, clients can navigate and comply with complex laws and meet specific employment-related objectives. Dykema also maintains a labor and employment law blog (www.laboremployment-lawblog.com), in which attorneys highlight important legal developments with practical implications for companies in all industries.

Employment Litigation

When litigation of employment claims is necessary, Dykema's attorneys draw upon a wealth of experience in defending these lawsuits in federal and state courts as well as before administrative agencies. That experience allows Dykema to tailor a defense to each client that is focused upon the needs of the business, as well as the exigencies of the litigation. The Firm recently ranked as a "Litigation Powerhouse" in Employment in the BTI Litigation Outlook 2018 report, based on direct client feedback from in-depth interviews with corporate counsel at the world's largest companies. Read more.

Unions and Collective Bargaining

Chambers USA 2019 recognizes Dykema's "robust" and "highly active" labor and employment practice as well-versed in advising on union issues, successfully negotiating collective bargaining agreements, representing employers in labor arbitrations, and addressing allegations of unfair labor practices. Read more.

Employment Counseling

Dykema attorneys understand that preventing employment disputes is preferable to litigating them, and work closely with clients to develop and implement policies and procedures tailored to the unique labor and employment challenges faced by your organization. Clients note that Dykema "provides excellent support for sensitive decisions" (Best Law Firms 2018). Read more.

ERISA Litigation

Allegations of improper conduct under ERISA—whether based in complex claims for breach of fiduciary duty or taking the form of a simple denial of benefits claim—pose their own set of unique challenges. Dykema's attorneys are experienced in the defense of ERISA litigation at both the trial and appellate level. Read more.
Immigration
Companies operating globally need the best talent available, and the ability to relocate employees to meet business needs. We offer a complete portfolio of employment-based U.S. immigration-related services that includes temporary and permanent visa processing procedures, PERM labor certification applications, as well as family-based immigration sponsorship and naturalization assistance. Read more.

Non-Compete, Unfair Competition and Trade Secrets
Disputes over non-compete agreements often position employers against each other, particularly in the technology industry. We have handled litigation representing both employees’ former and new employers and are prepared to help our clients to seek and resist applications for temporary restraining orders and permanent injunctions, as well as to prosecute and defend claims of tortious interference with employment contracts and misappropriation of trade secrets. Read more.

Wage & Hour
Wage and hour issues can cost an employer more than money: problems in this area also tend to be disruptive to the workplace and invite government scrutiny. Our employment attorneys are well-versed in the wage and hour laws and help clients bring their payroll practices into compliance and keep them that way. Read more.

Publications
"Retroactivity of Dynamex and AB 5," Co-author
October 14, 2019
Daily Journal

“Justices’ View of Their Role May Influence LGBTQ Bias Cases”
October 11, 2019
Law360

“Employer Insights From 8th Circ. Retaliation Ruling”
August 8, 2019
Law360

Justices Highlight Importance Of Title VII Procedural Details
June 11, 2019
Law360

"Exploring EEOC Charge Questions At High Court"
May 1, 2019
Law360

"Employers Need to Be Wary About Illinois' Biometric Data Law"
March 21, 2019
TLNT

"Marijuana in the Texas Workplace"
March 1, 2019
ACC Docket (South/Central Texas Edition)

"Dealing with Dynamex"
January 30, 2019
Daily Journal

"Dr. Phil' Case Shows Limits Of Employer Enforcement Power"
July 27, 2017
Law360

"Evaluating Effect Of Bad Atty Advice On Case-By-Case Basis"
July 17, 2017
Law360

"Are Independent Contractors on Life Support?"
Winter 2017
State Bar of Michigan Labor and Employment LawNotes

"Noncompete Agreements Under Michigan Law"
December 2016
Michigan Bar Journal

"Rejection of $84 Million Class Action Settlement Sends Uber Back to the Starting Line"
August 31, 2016
Inside Counsel

Laura Worsinger Quoted in SHRM Review of California Sick-Leave Laws
July 12, 2016

"LA Paid Sick Leave Law: Another Bitter Pill To Swallow"
July 1, 2016
Law360

"Examining The EEOC’s Broad Interpretation Of Title VII"
March 11, 2016
Law360

"Make that Thirteen Labors: FCPA requirements present Herculean labor for compliance officers"
July 17, 2015
Metropolitan Corporate Counsel

"Preparing for the new Cook County wage theft ordinance"
March 30, 2015
Chicago Daily Law Bulletin

"Implementing the New Illinois Pregnancy Fairness Laws"
January 28, 2015
Chicago Daily Law Bulletin

"NLRB Is Showing More Interest In Nonunion Employers"
January 16, 2015
Law360

"Court to examine accommodations for pregnant workers"
November 2014
Chicago Daily Law Bulletin

"Medical Practices Must Be Careful When Firing Incompetent Staff"
November 19, 2014
Physicians News Digest

"Civil Rights Discrimination Under the Affordable Care Act"
November 2014
Metropolitan Corporate Counsel

"Chinese EB-5 Visa Update"
November 2014
Inside Counsel

"NLRB Decision Shocks Franchise World: McDonald’s, A ‘Joint Employer’ of Franchisee Employees"
October 3, 2014
Metropolitan Corporate Counsel

"Unpaid internships an unseen liability"
September 22, 2014
Inside Counsel/Labor & Employment Digest

"Effective Non-Compete Agreements Require Careful Crafting by Employers"
September 19, 2014
Bloomberg BNA Daily Labor Report, 182 DLR-I-1

"EEOC Fires Shot At Hobby Lobby Ruling"
August 28, 2014
Dykema Labor & Employment Blog

"Dealing With Employees Who Are Suing Your Company"
August 19, 2014
Corporate Counsel

"EEOC Issues New Enforcement Guidance On Pregnancy Discrimination And Related Issues, Despite Strong Dissenting Opinions By Two Commissioners"
August 7, 2014
Dykema Labor & Employment Blog

"Sixth Circuit Deals Fatal Blow to RICO Claims Based on Alleged Conspiracies To Deny Workers' Compensation Benefits, (a/k/a "Loss Or Diminution Of Worker's Compensation Benefits Does Not Spell RICO")"
August 4, 2014
Dykema Labor & Employment Law Blog

"Unpacking the EEOC's increased scrutiny of severance agreements"
June 12, 2014
InsideCounsel

"Federal Government Continues Targeting Hiring Practices of U.S. Employers"
June 2014
Metropolitan Corporate Counsel

"To Conciliate or Not to Conciliate? The Company's Defense to Early EEOC Suits"
May 29, 2014
InsideCounsel

"Is the EEOC's Focus on Background Check Policies on Shaky Ground?"
May 14, 2014
InsideCounsel

"SCOTUS Extends Sarbanes-Oxley's Whistleblower Protection to Employees at Private Companies"
May 1, 2014
InsideCounsel

"The EEOC Offers Guidance on Religious Garb and Grooming in the Workplace"
April 17, 2014
InsideCounsel

“Can Disparaging Posts Prompt Employee Discipline?”
March 26, 2014
Chicago Daily Law Bulletin

"Zero Tolerance"
December 2013
Convene Magazine

"The ‘n’-Word: (N)Ever Contextually Appropriate, In The Workplace?"
October 28, 2013
Dykema Labor & Employment Blog

"Braced For Federal Government Shutdown: Agency Contingency Plans"
October 2, 2013
Dykema Labor & Employment Blog
"Conference Session Recap: Mass Torts Settlement" for "Jeopardy! Mass Torts Settlement Style" Panel, ABA, Section of Litigation, Alternative Dispute Resolution e-newsletter
Vol. 17, No. 4 (Summer, 2013 edition)

"Michigan Supreme Court Disavows and Clarifies Whistleblower Motivation," Dykema Labor & Employment Blog
June 20, 2013

"New FMLA Regulations Require Employer Attention"
March 26, 2013
Dykema Labor & Employment Blog

"EEOC Decision Regarding Transgender Employees May Mark A Turning Point"
July 20, 2012
Dykema Labor & Employment Blog

“Changing Times: How Employers Can Address New NLRB Rules that Increase the Chance of Unionization”
June 2012
Smart Business Detroit

"Employee Seating Requirements In California"
January 10, 2012
ACC Lexology Website

"Wage and Hour Issues in Home Health—The Impact of Proposed Changes in the Companionship Exemption"
December 2011
LTC-SIR Advisor, American Health Lawyers Association

"California Transparency in Supply Chains Act"
December 19, 2011
ACC Lexology Website

"Holiday Pay and Year-End Gifts/Bonuses—Frequently Asked Questions"
November 2011

"New California Employment Laws"
October 19, 2011
ACC Lexology Website

"Leasing Employees—Be Aware of Joint Employer Obligations"
October 2011

"Workforce Reductions—Avoiding Legal Pitfalls"
September 2011

"Genetic Information Nondiscrimination Act—What Employers Need To Know"
August 2011

"Caregiver Discrimination—Employer Best Practices"
July 2011

"Feds Continue Audits of Immigration Violations: Owners, Managers Face Fines, Asset Seizure and Prison"
June 2011

"The Importance of Job Descriptions"
April 2011

"Strategies to Address Workplace Violence"
March 2011

"Employee Terminations—Best Practices"
February 2011

"Employment Law —What's in Store for 2011"
January 2011
"State and Federal Regulations Impacting California Employers in 2011"
January 12, 2011
ACC Lexology Website

**Speaking Engagements**

Illinois Employment Law Update – Year in Review
November 19, 2019

What the New FLSA Exemption Regulations Mean to Employers
October 10, 2019

Don’t Look Here or Here: Workplace Privacy
August 23, 2019

Let’s Be Safe Out There (Workplace Violence)
May 3, 2019

April 16, 2019

Where Does it Stop: The Expanding World of Discrimination Claims
February 15, 2019

New Michigan Employment Laws Require Employment Policies to Undergo an Immediate Triage
January 24, 2019

Here Today, but not Tomorrow or the Next: Leaves of Absence
November 7, 2018

Key Issues for Employers: Investigations and Harassment
Tuesday, October 2 or Thursday, October 4, 2018

Blockin’ & Tacklin’: Discussing the Fundamentals to Complex Employment Issues
August 3, 2018

Title IX Compliance Obstacles and Best Practices in the Era of the #MeToo Movement
July 31, 2018

Silver Bullet or Fool’s Gold? Arbitration Agreements Post-Supreme Court’s “Green Light” in Epic Systems
June 13, 2018

Conducting An Internal Investigation: Potential Legal Pitfalls and Pointers to Reduce Legal Risks
June 12, 2018

#MeToo #TimesUp #AllRaise #MentorHer – Legal Implications for Employers and Tips to Avoid Being Part of the Next Social Media Movement
May 4, 2018

Proactive Measures for Employers in the #MeToo Era
April 17, 2018

The Illinois Biometric Information Privacy Act: Litigation Risks and Best Practices for Employers and Others
March 7, 2018

Identification, Prevention and Response: Workplace Violence and Active Shooter
February 9, 2018

2018 California Employment Law Update
February 1, 2018

The Best Defense to Employment Law Claims: Good Investigations
December 12, 2017
The Best Defense to Employment Law Claims: Good Investigations
November 3, 2017

Prohibited Workplace Harassment and Current Employment Law Trends
September 12 & 13, 2017

What You Don’t Know About Anti-Harassment That You Better Learn
August 11, 2017

A Pound of Prevention
June 7, 2017

Cyber Theft (and Regular Theft) of Employee and Company Data
May 5, 2017

**FLSA Update**, Institute of Continuing Legal Education 42nd Annual Labor & Employment Law Institute, Northville, Michigan
April 20, 2017

**Perceived Disability and Fitness for Duty**, Institute of Continuing Legal Education 42nd Annual Labor & Employment Law Institute, Northville, Michigan
April 20, 2017

Employment Law Under the Trump Administration – Possibilities and Expectations
April 19, 2017

**Policy and Enforcement Changes Under the New Presidential Administration**, Laredo Association for Human Resources Management
April 12, 2017

Employment Law in California in the Era of Trump – What Will the Administration Do and Will it Matter for the Golden State?
March 23, 2017

**FLSA Hot Topics**, ABA’s Federal Labor Standards Legislation Committee Midwinter Meeting
February 23, 2017 and June 1, 2017 webinar

Employment Law Under the Trump Administration - What Does the Future Hold and Should We “Tweet” About It?
February 3, 2017

**The New DOL Overtime and White Collar Exemption Regulations: They’re Here, Now What?**, American Conference Institute’s 29th National Forum on Wage & Hour Claims and Class Actions, Miami, Florida
January 26, 2017

**The New DOL Overtime Exemption Regulations Are in Flux - Now What?**, American Conference Institute’s 29th National Forum on Wage & Hour Claims and Class Actions, Miami, Florida
January 26, 2017

**Radical Changes to the Legal Landscape are Causing HR Officials Angst**, seminar, Greater Ann Arbor SHRM, Ann Arbor, Michigan
November 15, 2016

Are You Ready for the New Overtime Regulations?
October 13, 2016

**New Rules: Overtime Exemptions and the New Salary Level**, Washtenaw County Bar Assn., Ann Arbor/Ypsilanti Chamber of Commerce, and Ann Arbor SPARK
October 10, 2016

September 21, 2016

**Harassment, Retaliation and the Pending November Elections**
September 15, 2016
An Employment Triple Threat: New OSHA Regulations, New Wage Hour Regulations, and Use of Independent Contractors, South Texas Manufacturers Association
August 23, 2016

Navigating the DOL's Overtime Exemption Regulations—Detroit
June 16, 2016

Navigating the DOL's Overtime Exemption Regulations—Troy
June 13, 2016

Navigating the DOL's Overtime Exemption Regulations—San Antonio
June 10, 2016

Navigating the DOL's Overtime Exemption Regulations—Chicago
June 9, 2016

June 9, 2016

Will Your California Business Be Able to Survive the New Department of Labor Overtime Rules?
June 9, 2016

Navigating the DOL's Overtime Exemption Regulations—Dallas
June 8, 2016

April 13, 2016

Will Your California Business Be Able to Survive the New Department of Labor Overtime Rules?
June 9, 2016

Navigating the DOL's Overtime Exemption Regulations—Dallas
June 8, 2016

April 13, 2016

Are you planning for the new overtime exemption rules? You should be.
March 31, 2016

Labor and Employment Workshop
February 5, 2016

Attendance, Leaves of Absence and Reasonable Accommodations, Dykema Cox Smith Employer Rights Workshop
November 6, 2015

Women's Issues in the Workplace, Moderator, Pasadena, California
September 2015

Texas Anti-SLAPP Law, Speaker and Course Director, State Bar of Texas Business Disputes Course, Dallas, Texas
September 10-11, 2015

Texas Anti-SLAPP Law, Speaker, TADC 2015 Annual Meeting, New York, New York
September 16 - 20, 2015

Terminations: Best Practices, Worst Mistakes, Creative Resolutions, Moderator, Pasadena Bar Association, Labor & Law Section
August 2015

Workplace Investigations, Dykema Cox Smith Workshop, San Antonio, Texas
August 7, 2015

Affordable Care Act Employer Reporting: Tools for Navigating IRS Forms 1094 and 1095, Dykema Cox Smith Continuing Legal Education, ACA Employer Reporting Requirements, San Antonio, Texas
August 2015 & 2016

Avoiding Employee Lawsuits, California Fashion Association
July 15, 2015

Hot Tips from Cool Mediators: Strategies, Solutions, Trends, and How Not to Blow It, Pasadena Bar Association, Labor & Employment Law Section
June 2015
June 11, 2015

Common Mistakes Employers are Making in the Workplace Today, Dykema Cox Smith Employment and Employer Rights Workshop
May 8, 2015

April 2015

Wage/Hour: Developing and Emerging Trends: PAGA, Class Actions, Settlement and Legislative Moderator, Pasadena Bar Association, Labor & Employment Law Section
April 2015

California's New Paid Sick Leave Law Not an Easy Pill to Swallow, California Fashion Association
February 2015

Microinequities and Potential Crash and Burn: Are You at Risk?, 2015 International Association of Defense Counsel (IADC) Midyear Meeting
February 17, 2015

The Impact of Misclassification of Workers, 2015 International Association of Defense Counsel (IADC) Midyear Meeting
February 16, 2015

Small Business Legal Academy, Wayne State University, Faculty Member, Human Resources
February 14, 2015

EEOC Charge Conciliation: Navigating On-Site Investigations, EEOC Conferences, Settlement Negotiations, Strafford Webinar
December 15, 2014

Building a Successful Employment Law Practice, Moderator-Panelist, Pasadena Bar Association, Labor & Employment Law Section
November 2014

When an Employee Sues the Boss: Managing the Legal Risks of Retaliation Claims and Other Workplace Headaches, Commercial Law WebAdvisor Webinar
October 30, 2014

The Art of the Ask, Panelist, 5th Annual POWER Detroit Conference, Detroit, Michigan
October 23, 2014

Fun with ERISA Litigation: On ERISA’s 40th Birthday, Four Top Cases from 2014, and Four Lessons for Plan Sponsors, Dykema Labor & Employment Seminar
October 2014

Changes in Life Circumstances: Pregnancy, Caregiving Responsibilities and Aging Workforces, Dykema Employment Seminar
October 16, 2014

Navigating the Turbulent Waters of Workplace Compliance and Litigation
October 16, 2014

Issues Involving Social Media in Employment Law Disputes, 2014 Hispanic National Bar Association Convention
2014

Employment Eligibility Verification and Enforcement Update, Original Equipment Suppliers Association
October 2013

EEOC’s Strategic Enforcement Plan and Guidance on the Consideration of Arrest and Conviction Records, HR Group
September 18, 2013
College and Career Planning, Each One Teach One, presentation to middle and high school students regarding success mentality, collection selection, and resume
May 22, 2010

Make It Rain in a Slow Economy & Despite the Crash, Burn & Microinequities, Women Lawyers Association of Michigan, Washtenaw Region
January 29, 2010

From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms and Women of Color in Law Firms, Women Lawyers Association of Michigan and Vanzetti Hamilton Bar Association "Bias Awareness Week" luncheon
October 19, 2009

Rainmaking in a Slow Economy & Despite the Crash, Burn & Microinequities, Thomas M. Cooley Law School
October 7, 2009

Top 10 Mistakes Employers Make Under the FMLA, North Texas Society for Human Resources Management, Denton, Texas
October 28, 2008

Some Avoidable Litigation Perils & Pifalls, Management Team
July 16, 2008

Spoilation, Hot Topics in Evidence, Michigan ICLE
May 29, 2008

Your Legal Career, Career Day, West Hills Middle School
April 24, 2008

Reductions in Force: Strategies to Minimize Litigation Risks in Downsizing, Dallas Bar Association North Dallas Clinic, Dallas, Texas
March 14, 2008

Workplace Investigations, ABA Section of Labor and Employment Law Annual CLE Conference, Philadelphia, Pennsylvania
October 8, 2007

Ethical Issues in the Representation of Multiple Parties, 24th Annual Georgetown University Law Center’s Employment Law and Litigation Institute, Washington, D.C.
April 6, 2006

Conducting Effective Investigations: A Practical Guide, 23rd Annual Georgetown University Law Center’s Employment Law and Litigation Institute, Washington, D.C.
April 22, 2005