

## James P. Greene

Member

### Ann Arbor

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### Areas Of Practice

Labor & Employment  
Unions & Collective Bargaining  
Employment Counseling  
Dykema Delivers HR Innovation  
Litigation

### Industries

Education  
Higher Education

### Bar Admissions

Michigan, 1982

### Court Admissions

U.S. District Court, Eastern District  
of Michigan, 1982

U.S. Court of Appeals, 6th Circuit,  
1986

U.S. District Court, Western  
District of Michigan, 1987

### Education

University of Toledo, J.D.  
Michigan State University, M.L.I.R.  
University of Oregon, B.S.

James P. Greene possesses over 35 years experience in the negotiation and administration (including grievance and Act 312 interest arbitration) of labor agreements on behalf of public and private employers, including K-12 school systems, colleges, universities, manufacturing and service firms, electrical cooperatives, hospitals, nursing homes, courts, cities, and counties.

Mr. Greene's practice is exclusively directed to representing management in labor and employment matters. He has negotiated hundreds of labor agreements covering K-12 faculty, university faculty and lecturers, administrative and professional employees, nurses, assistant prosecutors, accountants, technical employees, probation officers, police, maintenance and food service employees, skilled trades employees, clerical and secretarial employees, linemen, manufacturing and production employees, court employees, bus drivers, health department employees, mental health department employees, and numerous others. The unions with whom he has negotiated collective bargaining agreements include the MEA, MFT, AAUP, AFSCME, IUOE, UAW, FOP, MESA, IAFF SEIU, POAM, United Steelworkers, IBEW and others.

Mr. Greene formerly served as Director of Dykema's Employment Law Department and as Member in Charge of Dykema's Ann Arbor office. He has also served as head of Professional Personnel with administrative responsibility for all of the Firm's associates and paralegals.

Prior to joining Dykema, Mr. Greene served as a Labor Relations Consultant with the Michigan Association for School Boards, taught labor negotiations, contract and grievance administration and personnel management at Lansing Community College, and served as a Principal to The Wyatt Company consulting on matters of compensation program design and administration. He also served as Executive Director of Human Resources for Eastern Michigan University where he was responsible for legal affairs, faculty and staff labor relations, compensation, benefits, employment, affirmative action, workers' compensation and unemployment compensation administration, and staff training and development.

Mr. Greene is actively involved in the community and serves on the Board of Directors and Executive Committee for the Ronald McDonald House in Ann Arbor, Michigan. He has also served as Vice Chair of the Eastern Michigan University Foundation Board of Trustees and Chair of the Foundation's Development Committee. Mr. Greene is also a member of the National and Michigan Public Employer Labor Relations Association (MPELRA) and the Michigan State Bar.

## Experience

- Collective bargaining negotiations, labor arbitrations, union certification and decertification campaigns, union avoidance, strikes, picketing, secondary boycotts, and unfair labor practices proceedings before the NLRB and MERC
- Litigation of employment discrimination, whistleblowers' protection act, breach of contract and other employment-related issues before state and federal courts
- Administrative complaints before the Equal Employment Opportunity Commission and the Michigan Department of Civil Rights
- Trade secret and unfair competition issues
- Drafting, implementation and utilization of alternate dispute resolution procedures
- Sexual harassment, discrimination, workplace violence, ADA, FMLA, FLSA, and WARN issues
- Employment handbooks, policies and procedures
- Frequent lecturer on employment-related topics

## Seminars & Speeches

*Exploring Legal Issues Affecting Employers and Offering Proven Solutions*, Dykema Employment Seminar

Public Employment Law Seminar, Michigan Municipal League  
2011

*Higher Education Discrimination Law in 2007*, NACUA Workshop  
2007

*Exploring Legal Issues Affecting Employers and Offering Proven Solutions*, Dykema Gossett Employment Seminar  
2006

*Employment Law Developments and Issues Affecting Employers*, Dykema Gossett Employment Seminar  
2005

*Controlling the Cost of Health Care Benefits*, Dykema Gossett Employment Seminar  
2004

*FLSA Update: Overtime Rules Are Changing—Are You Ready?*, Dykema Gossett Employment Seminar  
2004

*Trends in Jury Verdicts and Settlements in Employment Cases: How to Evaluate a Case and Minimize Legal Fees*, Dykema Gossett Employment Seminar  
2001

*The Family Medical Leave Act: Recent Developments and Common Problems*, Dykema Gossett Employment Seminar  
1999

*Workers' Compensation: Cut Costs Through Aggressive and Efficient Management*, Dykema Gossett Employment Seminar  
1998

*Strategies for Maintaining a Union-Free Workplace*, Dykema Gossett Employment Seminar  
1994

## Awards & Recognition

Recognized in *The Best Lawyers in America*® for Employment Law - Management, 2021. Copyright 2015 by Woodward/White, Inc., Aiken, SC

Named a Michigan Leading Lawyer in the area of Labor: Management Law by the *Leading Lawyers Network*, Law Bulletin Publishing Company

James P. Greene (Cont.)

Recognized in *Michigan Super Lawyers*® for Employment & Labor, Employment Litigation: Defense, Schools & Education

Recipient of an AV® Preeminent™ Rating by *Martindale-Hubbell*