

## Ronald J. Santo

Senior Counsel

### Ann Arbor

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### Areas Of Practice

Litigation  
Labor & Employment  
Unions & Collective Bargaining  
Employment Counseling

### Industries

Automotive Industry Group

### Bar Admissions

Michigan, 1965

### Court Admissions

U.S. Court of Appeals, 6th Circuit

### Education

University of Michigan, J.D.  
University of Detroit, A.B.

Ronald J. Santo is a Senior Lawyer at Dykema, one of Michigan's largest law firms. He is a former Executive Board member and is the former leader of Dykema's Employment Practice Group. He represents clients in employment law matters in Michigan and other states, in federal and state courts, the Court of Appeals and the National Labor Relations Board. He has represented clients in violence in the workplace matters, civil rights cases, traditional employment law and alternative dispute proceedings. He is very familiar with nursing care trends and hospital efforts to provide quality care in the face of nursing care shortages and rising costs. Ron was raised in Detroit, Michigan. He currently resides in Ann Arbor with his wife. Ron is an avid University of Michigan football and hockey fan, and enjoys golfing.

### Experience

Over 30 years of experience in representing employers in the union setting, including:

- Representation of clients in employment law matters in Michigan and other states, in federal and state courts, the Court of Appeals and the National Labor Relations Board.
- Represented clients in violence in the workplace matters, civil rights cases, traditional employment law and alternative dispute proceedings.
- Direct involvement in two negotiations with the UAW covering six bargaining units at two major hospitals.
- Negotiated with SEIU, Local 79 at another major health care system.
- Successfully represented hospitals in numerous NLRB elections.
- Collective bargaining negotiations, grievances, arbitrations, union campaigns, strikes, and representation before the NLRB.
- Over nine years elected by peers to *The Best Lawyers in America*.

### Significant Decisions

- *Ultramar Diamond Shamrock -and- International Union of Operating Engineers, AFL-CIO, Local Union No. 670*, Whether Ultramar Diamond Shamrock violated collective bargaining agreement; grievance denied in favor of client, Ultramar Diamond Shamrock
- *Oakwood Healthcare System -and- AFSCME, Council 25*, Whether Oakwood Healthcare System violated collective bargaining agreement; grievance denied in favor of client Oakwood Healthcare System

Ronald J. Santo (Cont.)

- *United Parcel Service -and- Mechanics Motor City Lodge No. 698, IAMAW*, Whether United Parcel Service should pay a trailer mechanic time and one-half for assigning the loading of "dollies" work to a GWP rather than to a "trailer mechanic;" grievance denied in favor of United Parcel Service
- *United Parcel Service -and- Mechanics Motor City Lodge No. 698, IAMAW*, Whether Ultramar Shamrock violated its labor agreement with the union when it paid Grievants straight time, rather than double time, for work on November 26, 1999, the day after Thanksgiving; grievance denied in favor of client United Parcel Service

## Seminars & Speeches

*Exploring Legal Issues Affecting Employers and Offering Proven Solutions*, Dykema Employment Seminar  
November 15, 2011

*ADA/FMLA/Workers' Compensation - A Shield for the Troublesome Employee or Opportunity for the Employer*

*Collective Bargaining*

*How Health Care Employers Can and Should Respond to Evolving Union Efforts*

*Downsizing the Workforce-Reductions in Force and Plant Closings*

*Managing Workplace Violence*

*The Hiring Process - Traps or Opportunities*

*Unions, Management & the Law, a Primer*

## Publications

"Labor Relations Manual for Michigan Public Employers"  
*Michigan Public Employee Labor Relations Association*

"Employee Privacy Rights & Wrongs"  
*M. Lee Smith Publishers*

"Subpoena Power of Arbitrators"  
August 1, 2011  
*Michigan Bar Association Journal*

"Wrongful Discharge in Michigan"  
*Institute for Continuing Legal Education*

## News

James Obermanns and Ronald Santo Quoted in *Plan Advisor Magazine* Regarding Retirement Plans For Union Members  
June 16, 2015

Fifty-Nine Dykema Lawyers Named to 2013 Michigan *SuperLawyers*  
September 5, 2013

## Memberships & Involvement

- National Labor Relations Board
- Michigan Employment Relations Commission
- American Arbitration Association
- Federal Mediation and Conciliation Service
- United States Equal Employment Opportunity Commission

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- United States Department of Labor
- Michigan Department of Civil Rights
- Michigan Department of Labor
- Detroit Metropolitan Bar Association
- American Bar Association

### **Awards & Recognition**

Recognized in *Michigan Super Lawyers*® for Employment & Labor, 2006-2008, 2013-Present

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Named a Top Lawyer by *dbusiness Magazine* for Employment Law - Management and Labor Law - Management, 2015

Named a Michigan Leading Lawyer in the areas of Employment: Management and Labor: Management Law by the *Leading Lawyers Network*, 2014-2017. Law Bulletin Publishing Company

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