Honigman’s Employment Litigation practice group is a part of our leading Chambers USA-ranked Labor & Employment practice. Our litigation attorneys support employers in defending all claims asserted by current or former employees or by a government agency under federal and state laws alleging wrongful discharge, discrimination, harassment, retaliation, Family and Medical Leave Act (FMLA) violations, breach of contract, employee classification (independent contractor) issues, tortious interference, whistleblower claims, and MIOSHA/OSHA violations.

Honigman’s unyielding efforts begin as early as when an employer receives communications threatening litigation—or at the time it receives a charge or claim issued by a federal or state agency—and continue through all phases of civil litigation either before an arbitrator, mediator, administrative agency, or state or federal court. Our attorneys have extensive experience before the Equal Employment Opportunity Commission (EEOC) and state fair-employment agencies, including the U.S. Department of Labor, Michigan Department of Civil Rights, and Michigan Department of Labor and Economic Growth. In fact, several of our attorneys are former law clerks with state and federal judges or former trial attorneys and supervisors at the EEOC.

Our employment litigators also have an impressive track record in successfully trying these claims before juries. This trial experience positions our attorneys to provide the strategic advice and planning needed to execute your strategic goals when defending these claims, whether they are brought by a single plaintiff, multiple plaintiffs, or on behalf of a class of individuals. When necessary, the same Honigman attorneys who litigated your case will continue to represent you through any appeal process.

Honigman’s Employment Litigation attorneys also represent various organizations, including property management companies, mortgage lenders, and places of public accommodation regarding compliance with federal, state, and local housing discrimination laws and accommodation/accessibility issues under various statutes. This includes both consulting and strategic planning, as well as responding to charges of discrimination filed with the U.S. Department of Justice, U.S. Department of Housing and Urban Development, and various state fair-housing agencies. When necessary, we defend housing discrimination and accommodation claims before administrative tribunals and in court.