



Clifford L. Hammond

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Clifford Hammond is a member of Foster Swift's Employers Services practice group in the Southfield and Lansing offices where he focuses his practice on employment and labor law counsel and litigation. He has extensive experience with the National Labor Relations Act, Michigan Employment Relations Commission, Federal and State Courts, State and Federal administrative agency proceedings, collective bargaining, arbitration, mediation, union avoidance, employment litigation, and dispute resolution.

He is well versed in employment and labor law and regularly conducts seminars to groups, including: The American Hospital Association, American Society of Employers, Michigan Health and Hospital Association, Airport Minority Advisory Council, Michigan Public Employer Labor Relations Association, Lansing Chamber of Commerce, Michigan Chamber of Commerce, and the Southern Wayne County Regional Chamber. Clifford has also written publications on unionization trends, the National Labor Relations Board, developments in employment law, The Affordable Care Act; employee classification determinations, developments in wage and hour law, and handling employee discipline and counseling.

He is also co-chair of the Labor & Employment Committee for the Michigan Defense Trial Counsel, as well as a member of the Defense Research Institute, and Michigan Council of the Society for Human Resource Management.

SPEAKING ENGAGEMENTS

Classification: Employees vs. Independent Contractors in a New Era, *Second Wednesday Sessions*, April 10, 2024

Preparing for New Independent Contractor Rules, *Michigan Business Network*, February 16, 2024

PRACTICE AREAS

Employer Services
Employment Law
Employment Litigation
Labor Relations

EDUCATION

Widener University School of Law,
J.D. 2000
University of Delaware, B.A.

BAR AND COURT ADMISSIONS

Michigan
U.S. District Court for the Eastern
District of Michigan
U.S. District Court for the Northern
District of Indiana

HONORS & RECOGNITIONS

Michigan Lawyers Weekly, "Go-To
Lawyer" in Employment Law, 2024
Michigan Business Beat - Cliff
Hammond New Independent
Contractor Rules
Michigan *Super Lawyers*, "Rising
Star" 2015
Michigan Lawyers Weekly, "Up &
Coming Lawyer" 2010



How Recent Ruling Will Impact Your Business Initiatives, *Second Wednesday Sessions*, November 8, 2023

Fall 2023 Labor & Employment Law Update, *Foster Swift Going Forward Webinars*, October 12, 2023

What Has Changed in the Workplace?, *Fall 2023 Labor & Employment Law Update Webinar*, October 12, 2023

Why You Should be Worried About the NLRB as a Nonunion Employer, *ASE*, November 10, 2022

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

Businesses have big questions even as new MIOSHA guidelines are released, *WDIV 4 Detroit News*, May 24, 2021

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

Hot Employment Law Topics for HR Teams in 2021, *Foster Swift*, February 25, 2021

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

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

2019 Comprehensive Guide to Employment Law, *National Business Institute (NBI)*, November 13, 2019

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

Rats, Rules and Reevaluations: Current Affairs at the NLRB, *NLRB, Bernard Gottfried Memorial Labor Law Symposium*, October 17, 2019

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

Engaging Job Seekers, *HRM Services*, July 16, 2019

The Shifting Sands of Employment Law, *MICPA: CPEconomy Event, Frankenmuth*, May 9, 2019

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



Employee Handbooks and Personnel Policies, *Michigan Chamber of Commerce: Walsh College, Novi*, April 18, 2019

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: Hiring Issues, *Foster Swift*, October 25, 2018

Responding to Workplace Violence: Hiring Issues, *Foster Swift*, October 17, 2018

Affordable Care Act Update, *Upper Peninsula Labor Relations Committee*

Employment Law Update, *Michigan Public Employer Labor Relations Association*

How to deal with Michigan Marijuana Law in the Workplace, *Michigan Public Employer Relations Association*

FLSA and FMLA Coverage/Overview, *Foster Swift: Developing Labor Law Update*, May 9, 2018

Getting a Grip on Workplace Violence in 2018, *PSLabor Talk*, April 3, 2018

FMLA and FLSA Coverage/Overview, *Foster Swift: Developing Labor Law Update*, February 7, 2018

Avoiding Sexual & Other Unlawful Harassment in the Workplace, *Michigan Chamber of Commerce*, January 9, 2018

Ban the Box, *Michigan Works!*

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

Federal and State Law Applicable to Municipal Employees, *Foster Swift: Legal Essentials for Municipal Officials*, January 18, 2017

PUBLICATIONS

Federal Trade Commission Prohibits Noncompete Agreements for Almost All U.S. Workers, Legal Challenges Expected, *Foster Swift Labor & Employment Law News E-blast*, April 24, 2024

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

Legal Review of Corporate DEI Critical as Activists Quickly Pursue Litigation, *Foster Swift Labor & Employment Law News E-blast*, October 16, 2023

Whitmer Proposes Universal FMLA: Legislature Likely to Decide by Year-End, *Foster Swift Labor & Employment Law News E-blast*, September 7, 2023



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

NLRB General Counsel Targets Non-Compete Agreements, *Labor & Employment Law News E-blast*, June 6, 2023

Court of Appeals Ruling Halts Pending Minimum Wage Increase and New Earned Sick Time Act – For Now, *Labor & Employment Law News E-blast*, January 27, 2023

Don't Forget! Michigan's Minimum Wage Increases on January 1, Additional Hike Expected, *Foster Swift Labor & Employment Law News E-blast*, December 28, 2022

DOL Proposes New Rule Related to Employee Classification, *Foster Swift Labor & Employment Law News E-blast*, October 17, 2022

Michigan Court of Claims Invalidates Paid Medical Leave Act, *Foster Swift Labor & Employment Law News E-blast*, July 25, 2022

Supreme Court Blocks Mandate, Upholds for Health Care Workers, *Foster Swift Labor & Employment Law News E-blast*, January 13, 2022

Stay on Vaccine Mandate Dissolved by Sixth Circuit, *Foster Swift Labor & Employment Law News E-blast*, December 21, 2021

Fifth Circuit Court Blocks Vaccine Mandate for Employers, *Labor & Employment Law E-blast*, November 15, 2021

Update MIOSHA Emergency Rules in the Workplace, *Foster Swift Labor & Employment Law News E-blast*, May 25, 2021

Michigan Employers Permitted to Resume In-Person Work May 24, *Foster Swift Labor & Employment Law News E-blast*, May 11, 2021

MIOSHA COVID-19 Emergency Rules for Employers Extended for Six Months, *Foster Swift Labor & Employment Law News E-blast*, April 14, 2021

Governor Whitmer Signs Extension of Unemployment Benefits into Law and Other COVID-19-Related Legislation, *Foster Swift Labor & Employment Law News E-blast*, October 23, 2020

How Do Recent Michigan Supreme Court and MDHHS Orders Regarding COVID-19 Impact Employers?, *Foster Swift Legal Update E-blast*, October 6, 2020

New DOL Guidance Excludes Workers from Federal Emergency Paid Sick Leave, *Foster Swift Legal Update E-blast*, March 29, 2020

Update to the Families First Coronavirus Response Act, *Foster Swift Legal Update E-blast*, March 20, 2020

Michigan Employers-FAQs on Coronavirus and Your Employees, *Foster Swift Labor & Employment Law News E-blast*, March 16, 2020

Michigan's Paid Medical Leave Act, *Foster Swift Employment, Labor & Benefits Law News E-blast*, March 1, 2019

The Difficult Intersection of Workers' Compensation, FMLA and ADA when an Employee gets Sick or Injured, *Foster Swift Employment Labor & Benefits News*, October 1, 2018



Contributing Editor: The Developing Labor Law

U.S. Supreme Court Rules Employers can Prohibit Employees from Filing Class Action Lawsuits,
Foster Swift Employment Labor & Benefits Law News E-Blast, May 24, 2018

Stopping Sexual Harassment in the Workplace, *Foster Swift Employment Labor & Benefits News*, January 22, 2018

MEMBERSHIPS & AFFILIATIONS

Legal Affiliations:

- State Bar of Michigan, Member
- Michigan Defense Trial Counsel, Labor & Employment Committee, Co-chair
- Defense Research Institute, Member
- Michigan Council of the Society for Human Resource Management, Member
- Oakland County Bar Association, Labor & Employment Law Section
- Oakland County Bar Foundation, Fellow
- Michigan State Bar Foundation, Fellow

Community Involvement:

- Michigan Masons, Member
- Parent Teacher Association Member- Livonia, Michigan
- Oakland County Prosecutor's Foundation for Kids, Board Member

RECENT BLOG POSTS

Health Care Law Blog

FTC Prohibits Most Noncompete Agreements Between Employers and Workers

Michigan Labor & Employment Law Blog

What Employers Need to Know About DOL Employee Classification Rules

How Employers Handle a Remote Workforce

Federal Trade Commission Issues Sweeping Proposed Rule to Prohibit Noncompete Agreements

Employee Misclassification and the Gig Economy

Wage and Hour Law 101 for Employers

Vaccination Mandate Could Come With Crippling Fines for Businesses

The Pro-Union PRO Act passes the U.S. House of Representatives

Preparing to Deal With Employee Absences as Schools Move to Remote and Alternate Schedules

The Impact of Coronavirus on Employers