



## Anthony M. Dalimonte

Associate

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Anthony Dalimonte's practice focuses on (1) defending employers in employment litigation, (2) counseling employers on best practices, and (3) handling general and business-related litigation.

As part of the firm's Labor and Employment practice group, Tony defends employers in state and federal courts on claims of employment discrimination, retaliation, wage and hour violations, FMLA violations, and disputes over non-compete agreements.

Tony's employment work also includes counseling management and human resources personnel on daily issues and best practices, including preventing and resolving disputes related to the life cycle of employment:

- Hiring and firing
- Employment discrimination
- Employee handbooks and personnel policies
- Disabilities and accommodations
- Discipline and termination
- Investigations by administrative agencies

In the General Litigation practice group, Tony represents individuals and businesses in a wide array of general and commercial litigation matters. His experience includes taking cases through all stages of the litigation process, including appeals.

As a four-year member of the University of Michigan football team, Tony brings to the growing world of complex NIL business issues personal knowledge, a unique perspective, and a work ethic honed as a team member. Tony was instrumental in forming the firm's NIL Law Team to counsel student-athletes, businesses/organizations and other interested parties in creating high-value NIL initiatives and contractual arrangements which are fully compliant with NCAA rules, state laws

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### PRACTICE AREAS

Commercial Litigation  
Employer Services  
Employment Law  
Employment Litigation  
General & Commercial Litigation  
Name Image Likeness (NIL) Legal Services Team  
Trade Secrets & Non-Compete Contracts

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### EDUCATION

Wayne State University Law School,  
J.D. 2021  
University of Michigan, M.M. 2018  
University of Michigan, B.A. 2017

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### BAR AND COURT ADMISSIONS

Michigan  
U.S. District Court for the Eastern District of Michigan  
U.S. District Court for the Western District of Michigan  
U.S. District Court for the Northern District of Ohio  
U.S. Court of Appeals for the Sixth Circuit



and university regulations.

Tony received his J.D. from Wayne State Law School where he was a member of the moot court team and editor of the Journal of Business Law. Prior to Wayne State, Tony received his B.A. from the University of Michigan and M.M. from the Ross School of Business.

## **SPEAKING ENGAGEMENTS**

**Employers' Use of Artificial Intelligence (AI)**, *Fall 2023 Labor & Employment Law Update*, October 12, 2023

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

**Should Employers Use Generative AI for the Hiring Process?**, *Foster Swift Second Wednesday Lunch Break*, June 14, 2023

**Learn Recent Changes in Employment Law**, *Foster Swift Second Wednesday Lunch Break*, February 8, 2023

**What Employers Need to Prepare for in 2023**, *Foster Swift Going Forward Webinars*, October 12, 2022

**Current Status of FLSA, Wage & Hour Laws and Minimum Wage**, *Fall 2022 Labor & Employment Law Update Webinar*, September 12, 2022

## **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

**Federal Judge Rules NCAA Can't Bar Student-Athletes from Negotiating NIL Money with Collectives & Sponsors**, *Foster Swift Business & Tax Law News*, April 23, 2024

**Independent Contractor Final Rule Could Have Major Impact on Select Industries**, *Labor & Employment Law News E-blast*, January 30, 2024

**Could Michigan Highschoolers Soon Benefit from NIL Deals?**, *Foster Swift Business & Tax Law News*, October 27, 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

**Legal Pitfalls to Avoid in Name, Image, Likeness ("NIL") Contracts**, *Business & Tax Law News*, July 5, 2023

**Michigan's Name, Image, and Likeness (NIL) Law**, *Business & Tax Law News*, June 7, 2023

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

**NIL Timeline: The Events That Transformed College Sports**, April 21, 2023



**NCAA vs. Alston: The Case That Changed College Athletics Forever**, April 7, 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

## **MEMBERSHIPS & AFFILIATIONS**

- State Bar of Michigan

## **RECENT BLOG POSTS**

### **Health Care Law Blog**

FTC Prohibits Most Noncompete Agreements Between Employers and Workers

### **Michigan Labor & Employment Law Blog**

Dalimonte Discusses Implications of FTC's Noncompete Ban

Benefits and Legal Risks of Using Generative AI in Hiring Offers

Michigan Senate Passes Significant Amendments to Elliott-Larsen Civil Rights Act

Federal Trade Commission Issues Sweeping Proposed Rule to Prohibit Noncompete Agreements

Coming in 2023: Big Changes to Minimum Wage and Paid Sick Leave

Non-Competition Agreements: What They Are And How You can Align Yours With Best Practices