



## Employer Services

Attorneys in Foster Swift's Employer Services Practice Group thrive on helping private and public sector employers adhere to the myriad of federal and state tax laws, employment laws and regulations. This broad area of the law is regularly categorized into: Employment and Labor Relations Law, Employment Litigation, Employee Benefits and Workers' Compensation.

### EMPLOYMENT AND LABOR RELATIONS

As mentioned above, attorneys in this practice group take a proactive approach in advising you and your business whenever possible. Preventive action and early identification of work-place problems allows us the benefit of working with our clients to develop practical and creative solutions—before problems give rise to expensive and time-consuming litigation. In fact, working with employers to negotiate sound contracts or develop and implement clear and pragmatic employment policies is a significant part of our practice.

Our expertise in the myriad of federal and state laws that regulate the relationship between employer and employee has prompted many employers to enlist our assistance in meeting the challenges presented by such laws as:

- The National Labor Relations Act and other laws regulating the collective bargaining relationship
- Title VII, Age Discrimination in Employment Act, Michigan's Elliott-Larsen Civil Rights Act, and other employment discrimination laws
- The Americans with Disabilities Act, Michigan's Persons with Disabilities Civil Rights Act, and other disability discrimination laws
- The Family and Medical Leave Act and other leave laws
- The Fair Labor Standards Act, Michigan's Payment of Wages and Fringe Benefits Act, and other wage and hour laws
- Michigan's Occupational Safety and Health Act and other workplace safety laws

Few firms, if any, have our depth of knowledge of the National Labor Relations Act as two of our attorneys are former attorneys with the National Labor Relations Board (NLRB).

---

### PRACTICE CONTACT(S)

[Brian G. Goodenough](#)  
517.371.8147

---

### ATTORNEYS

#### Shareholder

Alicia W. Birach  
Michael R. Blum  
Karl W. Butterer  
Michael A. Cassar  
Brian G. Goodenough  
Clifford L. Hammond  
Mindi M. Johnson  
David R. Russell  
Michael D. Sanders

#### Senior Attorney

Michael R. Kluck

#### Paralegal

Jordan Asbury  
Gillian V. Maynard  
Carol A. Palomaki

---

### RELATED PRACTICES

Discrimination - Unlawful Harassment

Employee Benefits

Employee Stock Ownership Plans (ESOPs)

Employment Law

Employment Litigation

ERISA

Labor Relations



As an employer, you face new challenges every day. Part of our commitment to you is making ourselves readily available when you need us on the broad range of issues that may call for prompt action including:

- Recruitment and hiring
- Collective bargaining and contract interpretation
- Grievance administration and arbitration
- Discipline and discharge
- Individual employment contracts
- Wage and hour claims, including overtime issues
- Leaves of absence
- Unemployment compensation
- Workplace safety and health
- Trade secret and non-compete contracts
- Unfair labor practice charges

### **EMPLOYMENT LITIGATION**

Over the years, our Labor & Employment Law attorneys have represented employers in discrimination, wrongful discharge, and other employment disputes before state and federal courts and administrative agencies, as well as in arbitration, mediation, and other alternative dispute resolution systems. [Click here](#) for more information.

### **EMPLOYEE BENEFITS**

Foster Swift's employee benefits practice offers a full range of tax, labor law, and litigation services relating to employee benefit plans. We advise clients that are subject to ERISA, as well as clients such as state and local governments and qualifying church organizations that are exempt from ERISA. We provide advice to employers regarding the corporate governance and fiduciary duty aspects of implementing and administering an employee benefit plan. And, we have expertise in the growing area of international employee benefit planning, including the taxation of employee benefit plans pursuant to tax treaties.

Our work covers all kinds of qualified retirement plans. We also have an extensive practice relating to nonqualified top hat plans, excess benefit plans, Internal Revenue Code Section 409A compliance, funded nonqualified deferred compensation and rabbi trust issues, and the securities law (SEC and blue sky) implications of nonqualified deferred compensation arrangements. **Click here** for more information.

Clients will tell you it's the *combination* of the following five qualities that set the Employment Labor and Benefits lawyers apart from their peers:

- 1. Proactive.** Everyone in this practice area has a proactive mindset. While capable of stepping in at any stage of an issue, the greatest benefit to our clients is when we can engage in preventive planning and implementation.

- 2. Focus.** Each is recognized as a master in several related sub-areas of the larger practice area.
- 3. Teamwork.** Excellent work does not happen in a vacuum. Foster Swift attorneys find that working together with the employer to plan, identify challenges and opportunities and take appropriate action is the optimal approach.
- 4. Service.** Our attorneys are accessible and timely. Furthermore, we are committed to keeping you abreast of changes in the laws and regulations; we do so through complimentary newsletters, e-blasts, seminars and webinars.
- 5. Talent.** This group is comprised of attorneys highly regarded for their skills and experience in employment, labor and benefits law not just in Michigan but throughout the Midwest. Each shareholder in the group has been recognized by a peer review organization. Several have been selected as *Best Lawyers*, rated by *Martindale-Hubbell*, and named *Michigan Super Lawyers*.

The above recipe has resulted in our attorneys providing hundreds of clients from every industry top-quality, effective and cost-effective employment, labor and benefits counsel.

Foster Swift has been named a Tier 1 firm in **Labor Law - Management** in Detroit by *U.S. News – Best Lawyers®* "Best Law Firms" 2016, 2017, 2018, 2019 and 2020.

## **PUBLICATIONS & ALERTS**

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

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

New NLRB Rule Speeds Up Union Election Process, *Foster Swift Labor & Employment Law News*, August 25, 2023

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

What You Need to Know About SECURE 2.0, *Foster Swift Business & Tax Law News*, February 23, 2023

Compliance and Regulation Issues of the Family Medical Leave Act: A 2023 Update, *Foster Swift Labor & Employment Law News*, February 16, 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

Using Low-Cost DIY Legal Services: Risks Far Outweigh Benefits, *Foster Swift Business & Tax Law News*, January 24, 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



Corporate Transparency Act: Big Brother is Now Watching Small Businesses, *Focus Magazine - Lansing Regional Chamber of Commerce*, December 12, 2022

Year End Budgeting and Housekeeping Best Practices for Businesses, *Foster Swift Business & Tax Law News*, October 27, 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

Employee Benefits Considerations After Dobbs v. Jackson Women's Health Organization: Foster Swift Highlights Options Available to Employers, *Foster Swift Employee Benefits Law E-blast*, July 7, 2022

Rising Temperatures Could Trigger Farm OSHA Inspections, *Foster Swift Agricultural Law News E-Blast*, June 15, 2022

Litigation 101 - What Happens in a Lawsuit?, *Foster Swift Business & Tax Law News*, June 3, 2022

Implications of the Forthcoming Corporate Transparency Act, *Foster Swift Business & Tax Law News*, May 10, 2022

Why You Should Care About Federal Labor Law Even If You Have A Non-Unionized "At-Will" Workforce, *Foster Swift Labor & Employment Law News*, April 12, 2022

Consider Employee Arbitration Agreements to Avoid the Pitfalls of the Courtroom, *Foster Swift Labor & Employment Law News*, April 11, 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

Employer Update: New OSHA Guidance and MIOSHA Recommendations to Protect Workers, *Foster Swift Labor & Employment Law News E-blast*, August 30, 2021

Missing and Nonresponsive Participants, *Foster Swift Business & Tax Law News*, June 7, 2021

Recent IRS Guidance and Clarification for the COBRA Subsidy Imposed by ARPA, *Foster Swift Business & Tax Law News*, June 3, 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

Incentivizing Employees to Obtain COVID-19 Vaccines, *Foster Swift Employee Benefits News*, April 8, 2021

Missing and Nonresponsive Participants, *Foster Swift Employee Benefits News*, April 8, 2021



Employers Now Required to Fully Subsidize COBRA Coverage, *Foster Swift Employee Benefits News*, April 7, 2021

Federal Agencies Clarify Extension of Welfare Benefit Plan Deadlines, *Foster Swift Employee Benefits News*, April 6, 2021

An Eye on the Future of COVID and the Workplace, *Foster Swift Labor & Employment Law News E-blast*, March 25, 2021

MIOSHA to Increase Inspections of Manufacturers' COVID Preparedness and Response Plans and Remote Work Policies, *Foster Swift Labor & Employment Law News*, November 23, 2020

IRS Announces 2021 Cost-of-Living Adjustments for Retirement Plans and for Health and Welfare Benefit Plans, *Foster Swift Business & Tax Law E-blast*, October 27, 2020

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

MDHHS Director Updates and Expands Emergency Order, *Foster Swift Legal Update E-blast*, October 9, 2020

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

Michigan Supreme Court Upends Governor Whitmer's Authority to Issue Executive Orders, *Foster Swift Eblast & Coronavirus Resource Page*, October 2, 2020

Executive Order 2020-183: Increased Gathering Sizes and Places of Public Accommodation to Open Soon, *Foster Swift Legal Update E-blast*, September 28, 2020

Common Compliance Errors: Cafeteria Plans, *Foster Swift Business & Tax Law E-blast*, September 14, 2020

The Benefits of Adopting a Pre-Approved Plan, *Foster Swift Business & Tax Law News E-blast*, August 11, 2020

Emails to Your Personal Attorney May Not Be Privileged If Sent or Received on a Work-Provided Email Address, *Foster Swift Legal Update E-blast*, June 16, 2020

Governor Whitmer Loosens Restrictions for Northern Michigan and the UP; Previews Future Regulations for Downstate Businesses, *Foster Swift Legal Update E-blast*, June 5, 2020

New Safe Harbor Announced for Electronic Disclosures Required by ERISA, *Foster Swift Legal Update E-blast*, June 4, 2020

Up-North Restaurants and Bars to Open Under New Executive Order, *Foster Swift Legal Update E-blast*, May 20, 2020

Executive Order 2020-91: Detailed Safeguards to Protect Workers, *Foster Swift Legal Update E-blast*, May 19, 2020

IRS Expands Ability to Allow Midyear Cafeteria Plan Election Changes, *Foster Swift Legal Update E-blast*, May 15, 2020

DOL and IRS Extend Welfare Plan Deadlines, *Foster Swift Business & Tax Law News E-blast*, May 11, 2020

Stay-At-Home Order Extended Through May 28; Manufacturing Opens May 11, *Foster Swift Legal Update E-blast*, May 8, 2020



Governor Whitmer Extends Closure of Restaurants, Libraries and Other Places of Accommodation through May 28, *Foster Swift Legal Update E-blast*, May 1, 2020

Why Employers Need to Support the "Sandwich Generation", April 30, 2020

Cafeteria Plan Considerations During a Pandemic, *Foster Swift Legal Update E-blast*, April 28, 2020

Updated "Stay-at-Home" Order: Executive Order 2020-59, *Foster Swift Legal Update E-blast*, April 24, 2020

A Guide to the Paycheck Protection Program: Eligibility, Application, and Loan Forgiveness Modeling, *Foster Swift Legal Update E-blast*, April 21, 2020

Executive Order 2020-42: "Stay-Home, Stay Safe" Order Extended until April 30, *Foster Swift Legal Update E-blast*, April 9, 2020

Impact of Executive Orders on Reduction and Termination of Benefits, *Foster Swift Workers' Compensation Update*, April 2, 2020

Employee Benefit Options in a Time of Crisis, *Foster Swift Legal Update E-blast*, April 1, 2020

Employers Remember to Take These Steps by April 1, 2020, *Foster Swift Legal Update E-blast*, March 31, 2020

Michigan's Emergency Rules Give Personal Injury Presumption to "First Response Employees" with COVID-19, *Foster Swift Workers' Compensation Update E-blast*, March 30, 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

COVID-19 Legal Issues for Employers, March 17, 2020

Families First Corona Virus Response Act –Division E–Emergency Paid Sick Leave Act, March 17, 2020

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

2020 Deadline & Procedural Changes for H-1B VISA—Fiscal Year 2021 CAP Season, *Foster Swift Business & Tax Law E-blast*, January 28, 2020

What is a Good-Faith Job Search Effort? Michigan Legislature Considers New Bill, *Foster Swift Workers' Compensation Update*, January 4, 2020

Employee Fraud Not a Condition for an Employer's/Insurer's Recoupment of Overpayment, *Foster Swift Workers' Compensation Update*, January 3, 2020

IRS Regulations Finalize Rules Relating to Hardship Distributions, *Employee Benefits Law Update E-blast*, December 3, 2019

New Health Reimbursement Account Options Available for Employers Beginning January 1, 2020, *Employee Benefits Law Update E-blast*, December 2, 2019

New Retirement Plan Disclosure Option, *Employee Benefits Law Update E-blast*, December 1, 2019

DOL Issues New Rule Regarding Minimum Salary Level for White Collar and HCE Overtime Exemptions, *Foster Swift Employment Labor & Benefits Law News E-Blast*, September 25, 2019

Employee or Independent Contractor?, *Foster Swift Employment Labor & Benefits Law News*, August 26, 2019



Best Practices Agricultural Businesses Should Follow When Creating or Revising an Employee Handbook, *Foster Swift Agricultural Law News*, July 26, 2019

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

New Policy Makes it Easier for Municipalities to Terminate Participation in MERS Defined Benefit Plan, *Foster Swift Municipal Law News E-blast*, February 27, 2019

Proposed IRS Regulations Clarify New Rules Relating to Hardship Distributions, *Foster Swift Business & Tax Law News*, November 20, 2018

Best Practices to Follow When Creating or Revising an Employee Handbook, *Foster Swift Employment Labor & Benefits News*, October 2, 2018

Intentional Tort Exception to Michigan Workers' Compensation Act – Court of Appeals Reaffirms High Standard, *Foster Swift Employment Labor & Benefits Law News*, May 31, 2018

As Public Pension Plan Funding Continues to Decline, Employers Explore Other Options, *Foster Swift Employment Labor & Benefits News E-blast*, May 30, 2018

Are Interns Injured on the Job Entitled to Michigan Workers' Compensation Benefits?, *Foster Swift Employment Labor & Benefits Law News*, May 29, 2018

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

U.S. Supreme Court Affirms that Collective Bargaining Agreements Must be Interpreted According to "Ordinary Principles of Contract Law", *Foster Swift Business & Corporate Law News*, March 12, 2018

Fact or Fiction: Can an Employee be Fired while on FMLA?, *Foster Swift Employment Labor & Benefits Newsletter*, October 25, 2017

Do Employees Have the Right to Electronically Monitor Their Employers?, *Foster Swift Employment, Labor & Benefits News*, May 1, 2017

Acronyms That Can Cost You Money: A Defense Lawyer's Primer On Employment Law - Whistleblowers Protection Act, *Foster Swift Employment, Labor & Benefits News*, December 14, 2016

Acronyms That Can Cost You Money: A Defense Lawyer's Primer On Employment Law - Persons With Disabilities Civil Rights Act, *Foster Swift Employment, Labor & Benefits News*, November 17, 2016

Limiting Opioid use in Workers' Compensation Cases, *Foster Swift Employment, Labor & Benefits News*, November 17, 2016

Monitoring Employee Conduct Outside of the Workplace, *Foster Swift Employment, Labor & Benefits News*, November 17, 2016

Workers' Compensation Facilitation - The New Trial?, *Foster Swift Employment, Labor & Benefits News*, November 17, 2016

Acronyms That Can Cost You Money: A Defense Lawyer's Primer on Employment Law, *Foster Swift Employment, Labor & Benefits News*, October 31, 2016

Can (or Should) Employers Regulate Employee Conduct Outside of Work?, *Foster Swift Employment, Labor & Benefits News*, August 16, 2016





---

Fair Labor Standards Act Corner – Paying for Employee Commuting, *Foster Swift Employment, Labor & Benefits News*, August 16, 2016

Overtime Costs May Soon Increase Significantly, *Foster Swift Employment, Labor & Benefits News*, March 11, 2016

Insure Your Business Against Employment Related Legal Risks, *Foster Swift Business & Corporate Law News*, February 29, 2016

Social Media Use By Municipalities: Maximize Reward but Minimize Risk, *Foster Swift Municipal Law News*, January 26, 2016

When Does Off-Duty Use of Smartphones Result in Compensable Overtime?, *Foster Swift Municipal Law News*, January 26, 2016

Nationwide Right to Same-Sex Marriage: Employee Benefit Implications, *Foster Swift Employment, Labor & Benefits News*, June 30, 2015

EEOC Issues Wellness Plan Proposed Regulations as it Steps Up Scrutiny of Employer-Sponsored Plans, *Foster Swift Employment, Labor & Benefits E-News*, June 8, 2015

IRS Announces 2016 HSA Contribution Limits, Out-Of-Pocket Maximums and HDHP Minimum Deductibles, *Foster Swift Employment, Labor & Benefits E-News*, June 8, 2015

COBRA for Military Service, *Employment, Labor & Benefits News*, May 19, 2015

Military Family Leave Under the FMLA, *Employment, Labor & Benefits News*, May 19, 2015

What Employers Need to Know About Reemploying Military Service Members, *Employment, Labor & Benefits News*, May 19, 2015

U.S. Supreme Court Establishes Framework for Pregnancy Discrimination Lawsuits, *Foster Swift Employment, Labor & Benefits News*, April 7, 2015

Basic Pre-Employment Reference Guide, *Foster Swift Business & Corporate Law News*, March 27, 2015

Transgender Employees in the Workplace: What are an Employer's Rights and Responsibilities?, *Foster Swift Employment, Labor & Benefits E-News*, March 18, 2015

Michigan Supreme Court Clears Way for Employee Whistleblower Claims, *Foster Swift Employment, Labor & Benefits E-News*, February 20, 2013

United States Supreme Court Poised To Rule on Significant Employment Case Affecting Civil Rights Law in Michigan, *Foster Swift Employment, Labor & Benefits E-News*, February 20, 2013

Hiring and Firing Employees in an At-Will Employment World, *Foster Swift Automotive Management News*, February 2013

IRS Announces Pension Plan Limitations for 2013, *Foster Swift Employment, Labor & Benefits E-News*, November 8, 2012

Final Rule Issued Regarding Summary Of Benefits And Coverage Requirement, *Foster Swift Employment Labor & Benefits Quarterly*, Summer 2012

IRS Announces 2013 HSA Contribution Limits, Out-Of-Pocket Maximums And HDHP Minimum Deductibles, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2012

---





IRS Issues Guidance on \$2,500 Limit for Salary Reduction Contributions to a Health FSA, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2012

Service Provider Fee Disclosure Final Regulation and Participant Level Fee Disclosure Final Regulation, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2012

Waiver of the 60-Day Rollover Period, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2012

United States Supreme Court Upholds Patient Protection and Affordable Care Act, *Foster Swift Employment, Labor & Benefits E-News*, June 28, 2012

Consider An Employee Handbook, *Foster Swift Agricultural Law Update*, June 2012

Department Of Labor Withdraws Proposed Child Agriculture Labor Regulations, *Foster Swift Agricultural Law Update*, April 2012

Labor Corner: 2011 Labor Law Changes Impact Municipalities, *Foster Swift Municipal Law News*, January 2012

New Guidance Issued on Form W-2 Reporting of Employee Health Coverage, *Foster Swift Employment, Labor & Benefits E-News*, January 24, 2012

Document Employee Discipline: Don't Wait Until It's Too Late, *Foster Swift Employment, Labor & Benefits Quarterly*, Winter 2011

ESOP Companies Must Vigilantly Review ESOP Repurchase Obligation, *Foster Swift Employment, Labor & Benefits Quarterly*, Winter 2011

IRS Issues Guidance Regarding Tax-Free Treatment of Employer-Provided Cell Phones, *Foster Swift Employment, Labor & Benefits Quarterly*, Winter 2011

Qualified Plans: Approaching Compliance Deadline for Cycle A Plans, *Foster Swift Employment, Labor & Benefits Quarterly*, Winter 2011

Qualified Retirement Plan Form 8955-SSA Deadline Approaching/Plan Administrators May Report 2009 and 2010 Data Using the 2009 Form, *Foster Swift Employment, Labor & Benefits Quarterly*, Winter 2011

Sharing Exemplifies the Holiday Spirit, Right? ... Not this Time!, *Foster Swift Employment, Labor & Benefits Quarterly*, Winter 2011

Michigan's Health Insurance Claims Assessment Act, *Foster Swift Employment, Labor & Benefits E-News (also published in the Foster Swift Health Care Law E-News)*, November 14, 2011

IRS Announces Pension Plan Limitations for 2012, *Foster Swift Employment, Labor & Benefits E-News*, October 24, 2011

Can I Take FMLA Leave to Care for My Significant Other's Sick Child?, *Foster Swift Employment, Labor & Benefits Quarterly*, Fall 2011

DOL Extends Applicability Dates for the Service Provider Fee Disclosure and Participant-Level Fee Disclosure Regulations, *Foster Swift Employment, Labor & Benefits Quarterly*, Fall 2011

Equitable Relief May Be Available to Employees to Reform Misstatements Made in SPDs, *Foster Swift Employment, Labor & Benefits Quarterly*, Fall 2011

Guidelines Adopted on Required Coverage of Preventive Health Services for Women by Non-Grandfathered Group Health Plans, *Foster Swift Employment, Labor & Benefits Quarterly*, Fall 2011



I-9 Compliance is a "Hot" Area - How to Avoid Getting Burned, *Foster Swift Employment, Labor & Benefits Quarterly*, Fall 2011

New Interim DOL Rule Regarding Electronic Disclosure Under Participant Fee Disclosure Regulations, *Foster Swift Employment, Labor & Benefits Quarterly*, Fall 2011

The Publicly Funded Health Insurance Contribution Act, *Foster Swift Employment, Labor & Benefits Quarterly*, Fall 2011

The Publicly Funded Health Insurance Contribution Act, *Foster Swift Employment, Labor & Benefit E-News*, September 28, 2011

This Shouldn't be News, but ... Accessing Porn on Company Computers is Misconduct, *Foster Swift Employment, Labor & Benefits E-News (Also published in the Fall 2011 Employment, Labor & Benefits Quarterly)*, September 8, 2011

Michigan's Tax Overhaul, *Foster Swift Employment, Labor & Benefits E-News*, August 3, 2011

Governor Snyder Has Signed Legislation Changing the Process for Arbitration of Public Safety Labor Disputes, *Foster Swift Employment, Labor & Benefits E-News*, July 26, 2011

Are Your Employees (Still) WILBing On Your Time?, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2011

GINA Recordkeeping Requirements are Coming, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2011

Happening Now – Proposed 401(k) Plan Legislation, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2011

Medicare Part D Creditable Coverage Notices, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2011

PPACA Large Employer Calculation Threshold, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2011

Replacement of Form 5500 Schedule SSA, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2011

United States Supreme Court Addresses Legal Significance of a Summary Plan Description, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2011

Universal Availability - Is Your 403(b) Plan Compliant?, *Foster Swift Employment, Labor & Benefits Quarterly*, Summer 2011

## **NEWS**

Foster Swift Elects EC Officers for 2024, *Ingham County Legal News*, February 21, 2024

Foster Swift Elects Three Shareholders for 2024, *Ingham County Legal News*, January 15, 2024

Foster Swift to Welcome Attorneys and Staff from Loomis Law Firm, *EIN Newswire*, November 7, 2023

Goodenough to Receive 2023 Theodore W. Swift Civility Award, *Ingham County Bar Association*, October 6, 2023



---

Foster Swift Continues Growth with Two Associate Hires, *Michigan Lawyers Weekly*, June 20, 2023

Returning in 2023: Legal Strategies for Women Business Leaders, *EIN Newswire*, March 28, 2023

Foster Swift Elects Officers for 2023, *Ingham County Legal News*, February 15, 2023

Dalimonte Discusses Proposed FTC Changes to Noncompete Agreements, *Michigan Business Network*, January 16, 2023

New Video Series Discusses Legal Issues for the Michigan Farmer, *Foster Swift Agricultural Law News*, October 6, 2022

Foster Swift Attorneys Named 2023 Best Lawyers in America®, *Best Lawyers in America*, August 18, 2022

21 Attorneys Selected to 2022 Michigan Super Lawyers and "Rising Stars", *Michigan Super Lawyers*, August 12, 2022

What Is The Corporate Transparency Act?, *Michigan Business Network*, July 29, 2022

National Employee Benefits Day Gains Traction as Employers Compete for Employees, *Global Newswire*, April 5, 2022

Foster Swift Elects EC Members for 2022, February 21, 2022

Foster Swift Addresses Changes Coming for Employers in 2022, February 16, 2022

Foster Swift Elects Four Shareholders, January 10, 2022

Foster Swift to Participate in Mansfield Rule Program Focused on Diversity in Leadership, September 14, 2021

Firm Welcomes New Chief Operating Officer, *Grand Rapids Business Journal*, July 29, 2021

Foster Swift Attorneys Offer Advice for Those Interested in Law School, *Detroit Legal News*, April 29, 2021

Learn Employee Benefits Legal Trends and Policies in 2021, *Foster Swift Employee Benefits E-blast*, April 19, 2021

Impact of COVID on Michigan's Workers' Comp Law, *Foster Swift Employer Services E-blast*, April 6, 2021

Weekly TV Show Launches to Help Businesses Navigate the Pandemic, *mConnexions*, March 15, 2021

Firm Elects EC Members and Practice Leaders in 2021, February 17, 2021

Resource Published to Help Organizations Link to Trending Legal Issues, *Foster Swift Business & Tax Law News*, November 17, 2020

Foster Swift in dbusiness 2021 Top Lawyers, *dbusiness*, November 12, 2020

What COVID Protections are Available in the Workplace for Employees and Employers, *WLNS-6*, November 11, 2020

Workers' Compensation Issues in the Media, *Business Insurance and Work Comp Central*, October 9, 2020

Legal Requirements For Employer Benefit Plans, *Michigan Business Network*, September 29, 2020

Johnson Presents on ESOPS as a Succession Strategy, September 22, 2020

When Employees Need to Home School, *Material Handling & Logistics (MH&L)*, September 10, 2020

Birach Voted into SBM Section, June 22, 2020

---



Workers' Comp Defense Blog Provides Michigan Case and Legislative Updates, April 13, 2020

Minimizing Legal Impact of Coronavirus for your Organization, *Foster Swift Legal Update E-blast*, March 17, 2020

Sanders Named to 2020 "Leaders in the Law", February 24, 2020

Hammond Speaks at NLRB Labor Law Symposium, October 1, 2019

42 Foster Swift Attorneys Listed as Best Lawyers® 2020, August 15, 2019

Hammond to Deliver Webinars on Important Employment Issues, *Ingham County Legal News*, January 22, 2019

Three Foster Swift Attorneys Named to dbusiness 2019 Top Lawyers, November 14, 2018

Mamat Named to ACG Detroit Board of Directors, September 24, 2018

45 Foster Swift Attorneys Listed in Best Lawyers in America© 2019, August 15, 2018

Johnson Selected to "Women in the Law" Class of 2018, *Grand Rapids Business Journal*, August 2, 2018

Foster Swift Employment Attorney Named an Up and Coming Lawyer for 2017, *Dbusiness*, November 8, 2017

46 Foster Swift Attorneys Named to 2018 Best Lawyers in America®, August 21, 2017

Attorneys Clifford Hammond and Jonathan Schwartz Join Foster Swift's Southfield Office, October 11, 2016

## **EVENTS**

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

The Commissioner's Role in Union Negotiations, *County Road Association of Michigan: 2024 Highway Conference & Road Show*, March 20, 2024

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

Be Intentional About Your Repurchase Obligation, *ESOP Association - Great Lakes Regional Conference*, October 17, 2023

Employee Drug Testing, *Fall 2023 Labor & Employment Law Update Webinar*, October 12, 2023

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

Latest in Noncompete Developments, *Fall 2023 Labor & Employment Law Update Webinar*, October 12, 2023

Unemployment Insurance Matters, *Fall 2023 Labor & Employment Law Update Webinar*, October 12, 2023

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

How the New Wage and Hour Laws Impact Your Township, *Michigan Townships Association Annual Conference 2023*, April 19, 2023

Navigating the New Normal for ESOPs, *ESOP Association- Michigan Chapter*, April 11, 2023

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



Policy & Regulatory Education Series: Corporate Transparency Act, *Lansing Regional Chamber of Commerce*, February 7, 2023

Changes to Michigan Minimum Wage and Paid Leave with Mike Blum, *Library of Michigan*, February 3, 2023

Will 2023 Bring Changes to Michigan's Workers' Comp Laws?, *Foster Swift Second Wednesday Lunch Break*, January 11, 2023

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

Learn Executive Compensation Options & Negotiation, *Foster Swift Legal Strategies for Women Leaders*, June 7, 2022

Employers: Are You Ready for the Changes Coming in 2022?, *Foster Swift Going Forward Webinars*, March 10, 2022

Large Farms and Multiple Operations—How do we structure our growing business?, *Farm Bureau*, February 18, 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

Be Intentional about your Repurchase Obligation, *ESOP Association Great Lakes Regional Conference*, September 28, 2021

Best Practices for Corporate and ESOP Governance, *ESOP Association Great Lakes Regional Conference*, September 27, 2021

ESOPs: A Trending Business Succession Strategy, *MICPA Learning Showcase*, June 15, 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

Learn Employee Benefits Legal Trends and Policies in 2021, *Foster Swift*, April 27, 2021

Impact of COVID on Michigan's Workers' Compensation Law, *Foster Swift 2nd Wednesday Morning Break*, April 14, 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

Now That the Stay at Home Order is Lifted, What do Municipalities Need to Know?, *Michigan Municipal League*, June 8, 2020

Employer Guidance for a Lawful and Safe Re-Opening, *Foster Swift*, May 27, 2020

The Future of Benefits- The SECURE Act, *American Bar Association: Mid-Year Meeting of Taxation Section*, February 1, 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

FMLA, ADA and Workers' Compensation: Managing Leave of Absence Issues, *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

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

Ask the Experts ~ A Q&A for Non-Management Employee Owners, *2019 Spring ESOP Conference: Michigan Chapter of the ESOP Association*, April 17, 2019

Executive Deferred Compensation Arrangements in ESOP Companies, *2019 Spring ESOP Conference: Michigan Chapter of the ESOP Association*, April 17, 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: Workers' Compensation, *Foster Swift*, October 17, 2018

Why Worry About Unions Under the Trump Administration?, *American Society of Employers (ASE)*, August 9, 2018

Hiring, Investigating and Discipline/Discharge in the Law, *Foster Swift: Developing Labor Law Update*, May 9, 2018

Employment and labor laws that can affect the dairy industry, *Great Lakes Regional Dairy Conference (GLRDC)*, February 8, 2018

My Employee Did What in Off Hours, *American Society of Employers*, August 17, 2017

Employment Practices, Liability Insurance Policies and Claims; A Lawyers Perspective, *Chartered Property Casualty Underwriters Society*, May 23, 2017

Social Networking and Human Resources Hot Topics, *Michigan Municipal Treasurers Association*, April 27, 2017

When an Employee Dies: HR & Accounting Essentials, *Michigan Chamber of Commerce*, April 2015

Hiring-to-Termination: Termination & Layoff Practices, *Michigan Chamber of Commerce*, November 13, 2012

Hiring-to-Termination: Performance Tracking & Discipline Practices, *Michigan Chamber of Commerce*, October 3, 2012

---





Employment Law Seminar for American Society of Employers, *American Society of Employers*, September 18, 2012

Hiring-to-Termination: Pre-Employment & Hiring Practices, *Michigan Chamber of Commerce*, September 6, 2012

Social Networking and Human Resources Hot Topics, *Michigan Municipal Treasurers Association Advanced Institute*, May 2, 2012

Understanding & Updating Your ESOP Documents, *Michigan Chapter of the ESOP Association Annual Spring ESOP Conference*, April 11, 2012

Getting In Front of Employee Issues: 9 Proactive Tips From an Employment Attorney., *Michigan Golf Course Owners Association*, November 30, 2010

Maintaining Employment Records, *Michigan Chamber of Commerce*, 2010

Family Leave Laws, *North American Transportation Employee Relations Association*, October 2008

Employee Manual Workshop, *Michigan Osteopathic Association*, May 2008

Minimize Your Exposure to Employment Claims, *Walsh College Small Business Conference*, May 2008

10 Simple Rules to Limit your Exposure to Employment Claims, *NStar Bank Community Bank/The Alternative Board*, April 2008

Hiring Basics, *Walsh College Human Resources Conference*, February 2008

Training on the New Employee Handbook and the Policies Therein, *Demmer Corporation*, 2008

Employee Handbooks, *Michigan Townships Association*, 2007

Hiring to Firing, *Oakland County Road Commission*, 2006

Wage and Hour Update, *American Society of Employers*, April 2001

A Michigan Employer's Guide to Drafting your Employee Handbook, *Michigan Chamber of Commerce*, 1997