



## Michael R. Kluck

Senior Attorney

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Michael R. Kluck represents both public and private employers on a wide variety of labor and employment law matters before state and federal courts, arguing cases before the Michigan Court of Appeals and the Michigan Supreme Court on various public sector labor law issues. Mike is routinely engaged in grievance arbitration, collective bargaining, fact finding, mediation, compulsory interest arbitration under Act 312, and litigation involving various aspects of employment law.

Mike has acted as defense counsel for municipal employers and county road commissions in actions alleging wrongful discharge, violation of state and federal constitutional rights, and other employment related litigation.

He counsels and advises clients on proactive and preventative practices and has conducted numerous presentations and training for public sector employers and/or associations including the:

- Michigan Townships Association,
- County Road Association of Michigan,
- Michigan Association of Counties,
- American Arbitration Association,
- Criminal Justice and Law Center at Lansing Community College in Lansing, Michigan, and
- Michigan Association of Chiefs of Police.

Past topics have included, "Successful Contract Negotiations," "Employer/Employee Relations," "Latest Word on Wrongful Discharge," "Contracting for Services," "Employment Litigation," "Americans with Disabilities Act," and "Employee Drug and Alcohol Testing."

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### PRACTICE AREAS

Employer Services  
Employment Law  
Employment Litigation  
Labor Relations  
Municipal & Public Entity Law

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### EDUCATION

Detroit College of Law, J.D.  
Michigan State University, B.A.

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### BAR AND COURT ADMISSIONS

Michigan

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### HONORS & RECOGNITIONS

Bureau of National Affairs Law Week Award, Recipient  
*Best Lawyers® in America*, Labor Law – Management, 2013-2025



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## **SPEAKING ENGAGEMENTS**

**Writing Policy – Liability Considerations**, *County Road Association of Michigan (CRA): 2024 Policy Workshop*, October 30, 2024

**2024 Virtual Labor & Employment Law Update**, *Foster Swift Webinars*, September 18, 2024

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

## **PUBLICATIONS**

**Michigan Employers Alert: Major Changes to Sick Leave & Minimum Wage Effective Feb 2025!**, *Labor & Employment Law News E-blast*, July 31, 2024

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

## **MEMBERSHIPS & AFFILIATIONS**

### **Legal Affiliations:**

- State Bar of Michigan
  - Member
  - Member, Labor and Employment Law Section
- American Bar Association
  - Member
- Ingham County Bar Association
  - Member
- American Arbitration Association
  - Member
- American Arbitration Association’s National Panel of Labor Arbitrators
  - Arbitrator

## **RECENT BLOG POSTS**

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

Michigan Sick Leave & Minimum Wage Updates

Preparing Employers: New Regulations for the Pregnant Workers Fairness Act

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