

## DETROIT

150 West Jefferson Ave.  
Suite 2500  
Detroit, Michigan 48226  
T: +1.313.496.7644  
O: +1.313.963.6420  
F: +1.313.496.7500

## TRAVERSE CITY

202 East State St.  
Suite 201  
Traverse City, Michigan 49684  
O: +1.231.454.3160  
F: +1.231.454.3161

[garcia@millercanfield.com](mailto:garcia@millercanfield.com)

## Services

### Employment and Labor

- Employment Litigation
- Governmental and Public Entities
- Human Resources Counseling and Training

### Litigation and Dispute Resolution

- Commercial and Corporate Litigation
- Election and Political Law
- Governmental Litigation

### Real Estate

## Industries

- Government and Public Sector
- K-12 Education
- Nonprofit Organizations
- Retail and Hospitality

## Education

University of Michigan Law School,  
J.D., 1995  
Duke University, B.A., 1992

## Bar Admissions

Michigan



Lawrence T. García

Principal

Lawrence García is a strategic counselor, seasoned trial lawyer, and former Chief Legal Officer for the City of Detroit. With more than 28 years of litigation and government service experience, Lawrence is recognized for handling sensitive, high-value disputes that require not only legal skill but also diplomacy, decisive judgment, and poise. A superior public speaker and trial advocate, Lawrence excels in situations where one misstep can have dire consequences. He has taken more than 30 cases to verdict before juries throughout Michigan and in federal court. His ability to work seamlessly within the highest levels of business, politics, and government makes him an effective negotiator, problem-solver, and trusted advisor.

Representing businesses, executives, and high-net-worth individuals in complex disputes, negotiations, and investigations, Lawrence is proud to have represented clients ranging from family-owned businesses founded in Detroit to national Fortune 500 companies and foreign corporations. He has defended employers against discrimination, retaliation, wrongful termination, and harassment claims; litigated trade secret, non-competition, and tortious interference disputes; and counseled corporate clients navigating administrative charges, collective bargaining, and regulation.

As Detroit's City Attorney (2018–2021), appointed by Mayor Mike Duggan, Lawrence led more than 120 professionals delivering all municipal legal services, from litigation and legislative policy to contracts, economic development, code enforcement, appeals, and FOIA productions. He also led Detroit's Law Department through extraordinary challenges posed by the COVID-19 pandemic, demonstrations following the death of George Floyd, and the controversy surrounding Detroit's count of the 2020 election. Working with media outlets,

## Lawrence T. García

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### Court Admissions

- U.S. Supreme Court
- U.S. Court of Appeals
  - Sixth Circuit
- U.S. District Court
  - Eastern District of Michigan

### Languages

- English
- Spanish

influential business leaders, and state and federal investigators, Lawrence put out political and legal “fires” without fanning any flames. For his service, he received a testimonial resolution from Detroit City Council in 2022, and his deep interest in public affairs and the operation of local government continues to influence his work and community advocacy.

### Representative Matters

- Successfully defended a car dealership chain against discrimination and retaliation claims, securing summary judgment by proving termination was based on poor performance
- Secured a \$3 million jury verdict for a businessman wrongfully denied equity stake in a consulting venture, proving his partner concealed profits to avoid sharing revenues under contract
- Negotiated a six-figure reduction of blight code violation fines and adjudications owed to local government by a national chain of retail stores
- Disposed of all claims against a non-profit nature center and botanical garden facing allegations of wrongful termination in violation of public policy, without discovery and expense of litigation
- Defended the City of Detroit in tax litigation involving constitutional law questions while pursuing a counterclaim for unpaid assessment

### Honors

Employment and Labor, Michigan Super Lawyers, 2025

Civic Liaison Excellence Award, Southeast Michigan Chamber of Commerce, 2025

DBusiness Magazine, "Top Lawyers," 2024-present:

Labor & Employment Law

Municipal Law

"50 Names to Know in Government," Crain's Detroit Business, 2019

J.T. Canales Award, University of Michigan Latino Law Student Association, 2015

Professionalism in Law Award, Oakland County Bar Association, 2013

Outstanding Member, Michigan Hispanic Chamber of Commerce, 2008

Hispanic Advocate of the Year, Michigan Commission on Spanish-Speaking Affairs, 2007

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Employment Law: Management, Leading Lawyers, 2017–present

### **Professional Activities**

American Board of Trial Advocates, Member

Federal Bar Association, Member

Detroit Bar Association, Member; Former Judicial Candidate Evaluation Committee Member

Michigan Hispanic Collaborative, Board Chair

Michigan Hispanic Chamber of Commerce, Board of Directors

Hispanic Bar Association of Michigan, Former President and Member

Oakland County Bar Association, Member and Former Diversity Committee Chair and Circuit Court Committee Member

### **Civic, Cultural & Social Activities**

Detroit Institute of Arts, Board of Directors and Chair of Governance and Nominating Committee

Erb Family Foundation, Board of Directors

Cesar Chavez Academy, Former Chair of Board of Directors

Detroit Athletic Club, Member, 1999-present

### **Speeches**

"Button Things Up - Legal Compliance," Community Development Advocates of Detroit Conference, Panelist, October 9, 2025

"Wage & Hour Whiplash - Avoiding Penalties and Defending Overtime Pay Claims," Miller Canfield 2025 HR Spring Training

"Qualified Immunity Update," Michigan Association of Municipal Attorneys GLS Joint Education Event, Mackinac Island, June 22, 2024

"Polarized Workplaces: Employer Rights in Politically Charged Times," Miller Canfield 2024 HR Spring Training

"Things to Remember in the Year of the Strike," ICLE Labor & Employment Law Institute, Plymouth, MI, April 12, 2024

"How to Legally Recruit and Retain Talent post-SFFA vs. Harvard," Co-Presenter, Michigan Chamber of Commerce MiBiz360: Talent & HR Summit, March 6, 2024

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"Records Management Policy & Election Records," State Bar of Michigan Government Law Section 2023 Winter Educational Seminar, February 17, 2023

"Scaling Minority Owned Businesses," Panelist, DBusiness Breakfast Series, February 7, 2023

"Toolkit for Drafting Severance and Release Agreements, for Individual Terminations and Reductions in Force," Miller Canfield 2022 HR Fall Training Camp

"Mentorship: How We Can Succeed While Uplifting the Next Generation of Attorneys," Panelist, Association of Corporate Counsel Michigan Chapter/BSP Law/Miller Canfield Panel, August 17, 2022

## Articles

When Politics Sounds Like Profanity: Sixth Circuit Backs School Ban

SCOTUS Rules Mandatory LGBTQ+ Curriculum Without Opt-Out Burdens Religious Freedom

Michigan Court of Appeals: No Parental Indemnification for Child Injuries

Michigan Supreme Court Poised to Rule on Constitutionality of Controversial 'Adopt-and-Amend' Policy

Supreme Court Upholds State Courts' Power of Judicial Review Over Election Matters