

DETROIT

150 West Jefferson Ave.
Suite 2500
Detroit, Michigan 48226
T: +1.313.496.7510
O: +1.313.963.6420
F: +1.313.496.7500

ANN ARBOR

101 North Main St.
7th Floor
Ann Arbor, Michigan 48104
O: +1.734.663.2445
F: +1.734.747.7147

hollander@millercanfield.com

Services

Employment and Labor

Education

University of Michigan Law School,
J.D., 2017

University of Michigan, B.A., 2013

Bar Admissions

Michigan

Court Admissions

State of Michigan

U.S. District Court

- Eastern District of Michigan
- Western District of Michigan



Frances J. Hollander

Associate

Frances Hollander works with employers at all stages of a matter, from pre-suit counseling and investigation to litigation. Her practice focuses on defending single-plaintiff and class-action lawsuits involving employment discrimination, harassment, and retaliation, as well as FMLA claims and suits under the Freedom of Information Act.

Her practice includes a special focus on wage and hour litigation, having represented employers in claims such as misclassification, regular rate of pay, tip pooling, and off-the-clock work. Frances is also well-versed in assessing compliance with state and national wage and hour laws, helping to identify potential concerns before they arise.

She is well-versed in practicing in state and federal court and agencies including the Equal Employment Opportunity Commission, Unemployment Insurance Agency, Michigan Department of Civil Rights, and the Wage and Hour Division of the Department of Labor and Economic Opportunity.

Honors

Michigan Super Lawyers, Rising Star, Employment Litigation: Defense

Professional Activities

Washtenaw County Bar Association, Co-chair, Labor and Employment Law Section, 2019-2024

Frances J. Hollander

Women Lawyers Association of Michigan: Chair, Domestic Violence Committee, 2023-2024; Washtenaw President, 2024-2026; Washtenaw Treasurer, 2022-2023; Washtenaw Vice President, 2023-2024

Civic, Cultural & Social Activities

SafeHouse Center, Ann Arbor, Board of Directors

Speeches

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

"Michigan Earned Sick Time Act (ESTA)," Macomb/St. Clair School Business Officials (MSCSBO), March 6, 2025