

GRAND RAPIDS

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Services

Employment and Labor

Employment Litigation

Governmental and Public
Entities

Human Resources Counseling
and Training

Labor Relations

Grant T. Pecor

Principal



Industries

Aerospace and Defense

Automotive

Construction

Health Care

Higher Education

K-12 Education

Manufacturing

Retail and Hospitality

Education

Michigan State University College
of Law, J.D., *cum laude*

Michigan State University, B.A.

Bar Admissions

Michigan

Illinois

Court Admissions

U.S. Court of Appeals

- Fourth Circuit
- Sixth Circuit

U.S. District Court

- Eastern District of Michigan
- Western District of Michigan

With more than 20 years of experience, Grant focuses on finding common ground to achieve his clients' objectives. His practice primarily involves consulting and representing public and private sector entities—including major healthcare providers and prominent mass transit systems—in traditional labor relations and general personnel matters. Grant is committed to helping clients proactively address employer-employee challenges by identifying potential issues early, negotiating effective resolutions, and, when necessary, vigorously defending their interests in disputes.

As a recognized thought leader in traditional labor law, Grant brings a deep understanding in sectors with unique regulatory challenges, including healthcare, transit, and manufacturing. His knowledge spans critical issues such as criminal background mandates, licensure requirements, Drug-Free Workplace requirements, the FTA Drug and Alcohol Program, commercial driver's licenses and Section 13(C) requirements.

With a broad administrative practice, Grant counsels clients nationwide on nearly every aspect of labor and employment law. His work covers collective bargaining, grievance arbitrations, unfair labor practice proceedings, wage and hour matters, unemployment, employee handbook and personnel policy development and teacher tenure act proceedings. He also provides guidance on laws such as the National Labor Relations Act (NLRA), the ADA, FMLA, FLSA, OSHA and other employment-related regulations.

As labor and employment counsel, Grant regularly serves as the chief spokesperson in collective bargaining negotiations, including initial and renewal contracts. He prepares and represents clients in grievance arbitrations and fact-finding proceedings, negotiates healthcare plan changes—including employee

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Languages

English

contributions, benefit modifications, and third-party administrator selections—and litigates unfair labor practice charges and representation matters before the Michigan Employment Relations Commission (MERC) and the National Labor Relations Board (NLRB). Additionally, he develops personnel policy manuals and employee handbooks, investigates and prepares position statements and answers to interrogatories on charges of discrimination and harassment, and handles unemployment matters related to employer rates and benefit eligibility.

A sought-after speaker, Grant has been the keynote presenter at the Health Care Association of Michigan's annual convention and frequently provides in-house training and presentations on a range of labor and employment topics for various professional organizations.