

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

Illinois

Michigan

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.

Honors

Best Lawyers, Best Lawyers in America, 2020–2026; Lawyer of the Year, 2025

Grand Rapids Magazine, Top Lawyers, 2022–present:
Labor & Employment Law

Leadership Grand Rapids, Class of 2009

Professional Activities

The Developing Labor Law, Contributing Editor

American Bar Association – Labor and Employment Section, Committee on Developments under National Labor Relations Act, Member, 2012–present

State Bar of Michigan – Labor and Employment Section, Member, 1999–present

Grand Rapids Bar Association – Member, 2000–present

Illinois State Bar Association – Member, 2013–present

Michigan Chamber of Commerce – Health, Human Resources and Talent Committee, Member, 2023–present

Civic, Cultural & Social Activities

Board Member, Broadway Grand Rapids, 2024–present

Volunteer Scuba Diver, John Ball Zoo, 2010–present

Grant T. Pecor

Speeches

Spring Management Conference & Trade Show, Michigan County Medical Care Facilities Council, Speaker, June 9, 2026

"Big? Beautiful? What Does Federal Spending Legislation Mean for Michigan?," Michigan Counties Legislative Conference, Michigan Association of Counties, Speaker, April 28, 2026

"Labor Disruption Discussion," Michigan Health & Hospital Association, Panelist, March 23, 2026

"Labor and Employment Update," 2026 Spring Leadership Conference, Health Care Association of Michigan, Speaker, March 19, 2026

"2024 Navigating Michigan's Mandatory Paid Leave, Minimum Wage Laws Changes – What Employers Need to Know," Michigan Chamber of Commerce, Presenter, August 5, 2024

"Labor Law Update," Warns-Render Labor and Employment Law Institute, Louisville Bar Association and University of Louisville Brandeis School of Law, Speaker, June 20, 2024

MiBiz360 Talent & HR Summit, Michigan Chamber of Commerce, Speaker, March 6, 2024

"The Expanding Agenda of the NLRB," Illinois Chamber of Commerce, Speaker, October 4, 2023

"Labor and Employment Update," 2023 Health Care Association of Michigan's Annual Convention and Expo, Speaker, September 20, 2023

"U.S. Supreme Court Year-in-Review and What is Ahead," State Bar of Michigan, Panelist, November 17, 2022

"Labor and Employment Considerations for a Remote and/or Multi-Jurisdictional Workforce," Consero General Counsel Forum, Panel Moderator, March 7, 2022

"She Gods of Shark Reef*: What Lurks Below the Surface?" Midwinter Meeting for the Committee on Developments Under the National Labor Relations Act, Panelist, February 28, 2022

Publications

"Nursing facility denies forced off-clock training and time-shaving in federal case," McKnights, Quoted, November 11, 2025

"Network Owed Union More After IRS Alert, NLRB Judge Says," Law360 Employment Authority, Media Mention, May 16, 2025

"Miller Canfield taps Grant Pecor to lead Labor Relations team," Crain's Grand Rapids Business, Media Mention, April 3, 2025

"What does the NLRB's new take on non-competes mean for employers?" Human Resources Director, Co-Author, June 15, 2023

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Articles

White House NLRB Nominations Signal Continuity in Board Direction and Enforcement Priorities

The NLRB Resets Its Enforcement Priorities: What Every Employer Needs to Know Now

What Every Employer Should Know About MIOSHA Top 10 Citations of 2025