

DETROIT

150 West Jefferson Ave.
Suite 2500
Detroit, Michigan 48226
T: +1.313.496.7585
O: +1.313.963.6420
F: +1.313.496.7500

huguelet@millercanfield.com

Services

Employment and Labor

Education

University of Toledo College of
Law, J.D., *cum laude*, 2010

Michigan State University, B.A.,
2007

Bar Admissions

Ohio

Michigan

Court Admissions

Michigan State Courts

Ohio State Courts

U.S. District Court

- Eastern District of Michigan
- Western District of Michigan
- Northern District of Ohio
- Southern District of Ohio

U.S. Court of Appeals

- Sixth Circuit



Nicholas A. Huguelet

Senior Attorney

Nick Huguelet specializes in management-side labor and employment law at Miller Canfield, representing clients before federal and state courts, administrative agencies and arbitrators in Michigan and Ohio. A skilled negotiator, Nick provides strategic counsel to private and public sector employers on collective bargaining, labor disputes, and compliance with statutory and regulatory requirements. He also litigates cases involving allegations of discrimination and harassment.

Nick has a strong track record in arbitration, successfully defending companies in hearings conducted by the American Arbitration Association, the Federal Mediation and Conciliation Service, and other bodies. His experience in labor and employment law began before law school, when he worked with a firm representing labor unions across Ohio—first as an intern and later as an attorney. Since 2012, he has leveraged that background to serve private and public sector employers, including businesses of all sizes, K-12 public school districts, community colleges, and charter schools.

Representative Matters

- Obtained finding of no violation defending third-party logistics company in U.S. Department of Labor Wage and Hour investigation alleging dual rate overtime issue in connection with the payment of COVID-era attendance bonuses
- Successfully represented airport authority in labor arbitration upholding discharge of 17-year employee

Nicholas A. Huguelet

- Served as lead counsel representing nursing home in labor arbitration upholding past practice on holiday pay issue
- Obtained summary judgment in favor of automotive manufacturer in Family and Medical Leave Act (FMLA) retaliation case in which plaintiff alleged he was derisively referred to as the “FMLA King”
- Obtained summary judgment in favor of an international marketing company in FMLA retaliation case in which plaintiff was discharged two weeks after returning from leave
- Obtained summary judgment in favor of water infrastructure company on complaint alleging race and disability discrimination and whistleblower retaliation by the plaintiff's supervisor
- Successfully defended automotive manufacturer in employment arbitration and subsequent action to vacate employment arbitration award in U.S. District Court, and appealed to the 6th Circuit Court of Appeals
- Successfully argued appeal challenging legality of pre-dispute arbitration agreements before Michigan Court of Appeals

Honors

Best Lawyers, Ones to Watch, 2025

DBusiness Magazine, Top Lawyers, 2026-present:
Mediation

Michigan Super Lawyers, Rising Stars, Employment and Labor, 2019, 2020

Michigan Lawyers Weekly, Up & Coming Lawyers, 2018

Professional Activities

State Bar of Michigan, Labor and Employment Law and Litigation Sections, 2012–present

Ohio State Bar Association, Member, 2016–2025

Michigan Defense Trial Counsel, Labor and Employment Section, Co-Chair, 2018–present

The Developing Labor Law, Contributing Editor, 2016, 2018–2023

DRI, Member, 2016–2023

Speeches

- "Employment Law Update," Presenter, Michigan Defense Trial Counsel Annual Conference, June 2022
- "Employment Law Update," Presenter, Michigan Defense Trial Counsel Winter Conference, November 2021

Nicholas A. Huguelet

Publications

"Rules on Teen Employment," CBS Detroit, Interview, May 24, 2023

"2023 Employment Law Update," Client Alert, February 1, 2023

Developing Labor Law, 7th Edition and Cumulative Supplements, Contributing Editor, 2016, 2018–2023

"Companies starting to increase health insurance costs for unvaccinated workers," WXYZ Channel 7, Interview, September 2021

"Is Your Workplace Vote Friendly?" Detroit Legal News, September 2020