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Services

Employment and Labor
Employment Litigation
Governmental and Public
Entities
Human Resources Counseling
and Training
Labor Relations

Industries

Craft Beverage Manufacturers
Higher Education
K-12 Education

Education

Wake Forest University School of
Law, J.D., 2003
Alma College, B.A., 2000

Bar Admissions

District of Columbia
Michigan

Scott R. Eldridge

Principal
Lansing Resident Director



Scott Eldridge focuses his practice on management-side labor and employment law, governmental litigation, and commercial litigation.

He represents colleges and universities, municipalities, non-profits, public bodies, government contractors, and commercial enterprises in state court, federal court, and administrative tribunals. Scott also routinely represents his clients in the Michigan Court of Appeals and the Michigan Supreme Court.

Labor and Employment Law

- Employment litigation defense (discrimination, harassment, whistleblower claims)
- Title VII of the Civil Rights Act; Family and Medical Leave Act (FMLA); Americans With Disabilities Act (ADA); Age Discrimination in Employment Act (ADEA); Pregnancy Discrimination Act (PDA); Fair Labor Standards Act (FLSA); Uniformed Services Employment and Re-Employment Rights Act (USERRA); Genetic Information Non-Discrimination Act (GINA); Employee Retirement Income Security Act (ERISA); Sarbanes-Oxley Act (SOX); and Michigan analogues, including Elliott-Larsen Civil Rights Act, Whistleblowers' Protection Act, and Persons with Disabilities Civil Rights Act.
- Defending Union Grievance and Unfair Labor Practice Charges
- Union Elections
- Collective Bargaining

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Court Admissions

U.S. Supreme Court

U.S. Court of Appeals

- Sixth Circuit
- Ninth Circuit

U.S. District Court

- Eastern District of Michigan
- Western District of Michigan
- Northern District of Illinois

- Union Avoidance

Governmental Litigation

- Ballot Questions (Including Board of State Canvassers proceedings)
- Election Law
- State and Federal Administrative Law
- Michigan Constitutional Law
- U.S. Constitutional Law
- Government Contracts/Procurement
- Municipal Law

General Litigation

- Higher Education Litigation and Title IX Compliance
- Sports Law
- Fair Debt Collection Practices Act and Fair Credit Reporting Act Defense
- Commercial Contract Disputes

Representative Matters

FMLA and Reduced Schedule

Successfully defended hospital against FMLA claim brought by a nurse who wanted to work a reduced schedule for a variety of personal and medical reasons.

Ballot Question Lawsuit

Successfully appealed Court of Claims decision upholding constitutionality of initiated law by ballot question committee related to the hunting of wolves in Michigan. The unanimous Court of Appeals concluded that the initiated law violated Article 4, Section 24 of the Michigan Constitution, known as the Title-Object provision.

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Campaign Finance Lawsuit

Obtained a preliminary and permanent injunction against the State of Michigan's enforcement of a recent change to the Michigan Campaign Finance Act, which was amended to prohibit public bodies or their agents from referencing local ballot questions during the 60-day period leading up to a local election. The federal district court agreed that the legislation violates the U.S. constitution.

City Clerk Election Law Defense

Successfully defended a city clerk accused of violating state law after rejecting a ballot question committee's petition sheets for not having the requisite number of valid signatures.

Athletic Association Breach of Contract Litigation

Successfully defended athletic association in trial court and court of appeals against breach of contract claims by client's former vendor seeking millions of dollars in alleged damages.

Automotive Company Age Discrimination Defense

Successfully obtained dismissal (by motion) of age discrimination case on behalf of Fortune 500 auto manufacturer.

Museum Multi-plaintiff ERISA Defense

Successfully defended a multi-plaintiff claim of interference and retaliation under ERISA filed by former employees against a large Chicago-based museum. After numerous depositions and significant discovery, the court granted summary judgment in favor of the museum, dismissing the case with prejudice.

Insurance Company Harassment Claim

In one of the first cases in Michigan addressing the preservation of electronic evidence, successfully moved to dismiss a former employee's same-gender harassment claim against a Michigan insurance company based on his deletion of mass amounts of electronic files from his personal computer during discovery. On appeal, the Court of Appeals affirmed the lower court's dismissal.

Debt Collection Company Defense

Successfully defended one of the nation's leading debt collection companies in a case filed by a debtor-plaintiff. The court granted summary judgment on the merits and, in the alternative, dismissed the case as a sanction based on the debtor-plaintiff having manufactured evidence.

Hospital FMLA Defense

Obtained summary judgment from federal district court on behalf of a local hospital in an FMLA lawsuit filed by a nurse. The court concluded that the plaintiff was not entitled to the rights to which she laid claim. The matter is pending before the U.S. Court of Appeals for the Sixth Circuit.

District Court Judge Election Law Defense

Successfully defended a Michigan Judge's right to retain her "incumbent" status on the primary election ballot.

Police Department Harassment Defense

Successfully obtained summary judgment in federal court on behalf of a municipal police department accused of sexual harassment. The U.S. Court of Appeals for the Sixth Circuit affirmed summary judgment in favor of the police department on appeal.

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County Clerk Election Law Defense

Successfully defended a county clerk's decision to place a candidate for the State House of Representatives on the general election ballot. The plaintiff, a candidate for the State House, challenged another candidate's residency and sued the county clerk to have him removed from the ballot. The court dismissed the plaintiff's challenge after motions and lengthy oral argument, thus approving the county clerk's ballot.

Honors

Michigan Lawyers Weekly, Leaders in the Law, 2025

The Fellows of the Michigan State Bar Foundation

Chambers USA, Labor & Employment, 2019–2025

"Go-To Employment Lawyer," Michigan Lawyers Weekly, 2021

Michigan Super Lawyers, Employment Litigation Defense, Rising Star, 2011–2017

Lansing Community Newspapers, 2011 People's Choice Awards, Favorite Lawyer

Professional Activities

Michigan Chamber of Commerce, Health and Human Resources Committee, Member/Past Chair

Michigan State University Inn of Court, Barrister

American Bar Association

State Bar of Michigan, Labor & Employment Law Section

Ingham County Bar Association

Civic, Cultural & Social Activities

East Lansing Educational Foundation, Board Member

Highfields, Inc., former Board Member, Chair

Speeches

"The ESTA is Here...Now What," Miller Canfield 2025 HR Spring Training, Co-Presenter with Frances Hollander, April 8th and May 6th, 2025

"Common Election Law Questions," Michigan Townships Association Annual Conference & Expo, Co-Presenter with Wendy Richards, April 22, 2024

Scott R. Eldridge

"Student Affairs Litigation Review: Lessons to Take Back to Campus," NACUA 2023 Annual Conference, Panelist, June 30, 2023

"What's Hot in Employment and Labor Law," Miller Canfield 2022 HR Fall Training Camp: Employment Law Seminar, Presenter, September 20th and October 25th, 2022

"What's Hot in Employment and Labor Law," Miller Canfield 2021 Employment Law Webinar, Presenter, September 23, 2021

"What's Hot in Employment and Labor Law," Miller Canfield HR Spring Training: Employment Law Seminar, Webinar Presenter, 2016-2021

"Employee Classifications: New DOL Rules," Miller Canfield/Michigan Chamber of Commerce, Presenter, 2015

"The Four Issues of the Employment Apocalypse," Miller Canfield 2014 HR Spring Training, Co-Presenter, 2014

"FMLA Intermittent Leave: Is it medically necessary, or being abused?" SEAK's Annual Workers' Comp & Occupational Medicine Conference, 2014

"Litigation Issues Involving Social Media in the Workplace," Michigan Municipal Treasurers Association Conference, 2014

"Hot Topics in Labor and Employment Law," Greater Lansing SHRM Annual Employment Law Seminar, 2014

"Reasonable Accommodations Under the ADA, Latest Developments," Michigan Primary Care Association seminar, 2014

"Reconciling the ADA and the FMLA While Managing Employee Attendance," Michigan School Business Officials Annual Conference, 2014

"An Intoxicating Legal Update for Licensed Beverage Manufacturers," Miller Canfield, 2013

"Hot Topics in Labor and Employment Law: Are Your Policies Keeping Up?," Greater Lansing SHRM Annual Employment Law Seminar, 2013

"FMLA & GINA Compliance: Tips for Curbing Employee Abuse of Intermittent Leave and Avoiding Violations," MI-SHRM Annual Conference, 2013

"Managing Employees on FMLA Leave," Michigan School Business Officials Annual Conference, 2013

"Managing Intermittent FMLA Use," Capital Healthcare & Employment Council meeting, 2013

"Curbing FMLA Abuse," Michigan Government Financial Officers Association, Annual Advanced Payroll Seminar, 2013

"Hottest Topics in Labor/Employment Law: Are Your Workplace Policies Keeping Up?" Miller Canfield, 2012

"New Laws and Pending Legislation Affecting HR Professionals," Human Resources Management Association of Mid-Michigan Annual Employment Law Seminar, 2010

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"Primer on FMLA Compliance," Michigan Manufacturers Association, 2010

"FMLA Compliance," Genesee Area Human Resources Association, 2009

"Managing HR in Tough Economic Times, Human Resources Management Association of Mid-Michigan Annual Employment Law Seminar, 2009

"Personnel Files and Document Retention Policies, Genesee Area Human Resources Association, 2008

"Proposed FMLA Regulations," Human Resources Management Association of Mid-Michigan Annual Employment Law Seminar, 2008

Publications

"Privilege waiver provision upheld; Michigan schools have 10 days to make decisions," The Oakland Press, Media Mention, December 19, 2025

"Michigan court hears case over requirement that schools waive legal privileges to get safety funding," Michigan Public, Quoted, December 11, 2025

"AG's office unlawfully took privileged documents in raid, MEDC says in court filing," Crain's Detroit Business, Media Mention, August 11, 2025

"Detroit Public Schools in Tax Battle with Michigan Treasurer," The Bond Buyer, Quoted, February 6, 2025

"Employment Law Handbook:A Guide for Michigan Employers" (editor), Michigan Chamber of Commerce, Annually

Articles

Sixth Circuit Holds Interest & Ability Required to Add Teams, Signals Title IX Athletics Regs Outdated

When Politics Sounds Like Profanity: Sixth Circuit Backs School Ban

Sixth Circuit: "Twitter tirade" by Professor Critical of Public University Not Protected Speech

Sweeping Changes to Michigan Election Law Enacted in Advance of the 2024 Contests

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

House v. NCAA Settlement: More questions raised than answered

One-Two Punch Delivered to Department of Education on DEI

Key Changes in the Revised Earned Sick Time Act for Michigan Employers

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

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U.S. Department of Education: Highly Anticipated Title IX Regulations Published, Compliance Required by August 1, 2024

DOL Issues Final Rule Addressing Independent Contractor Status

DOL Proposes New Overtime Salary Threshold

U.S. Department of Education Proposes New Title IX Rules on Transgender Student-Athletes

Michigan Court of Appeals: 'Adopt And Amend' Strategy Is Constitutional; Current Paid Medical Leave and Minimum Wage Laws Remain For Foreseeable Future

DOL Issues Proposed Rule Addressing Independent Contractor Status

The Miller Canfield Michigan Election Law Guide is Here

Michigan Court Paves Way for Minimum Wage Increases and Paid Sick Leave

U.S. Supreme Court Sides with Public High School Coach in Free Speech/Freedom of Religion Case

Supreme Court Holds Emotional Distress Damages Are Not Recoverable for Claims Arising Under Some Antidiscrimination Statutes

Michigan AG: Public Bodies Must Offer Reasonable Accommodations Under the ADA Which Could Include a Remote Participation Option for Meetings Held Pursuant to the Open Meetings Act

Appellate Court Halts OSHA's Emergency Temporary Standard Requiring Mandatory COVID-19 Vaccination or Testing

Supreme Court Rules Against NCAA Regarding Student-Athlete Education Benefits

Michigan Legislature Paves Way for College Athletes to Get Paid for Use of Their Name or Likeness

Michigan Governor Lacks Authority to Continue COVID-19 State of Emergency, Supreme Court Rules

U.S. Department of Education: New Title IX Protocols Required By August 14, 2020

UPDATE (MAY 6): Governor Whitmer Extends Authorization for Remote Participation in Public Meetings

COVID-19: DOL Issued Regulations in Implementing the Families First Coronavirus Response Act

Designation of Public Education Employees as Critical Infrastructure and Essential Employees Pursuant To Governor Whitmer's Executive Order No. 2020-21 (COVID-19)

How the "Families First Coronavirus Response Act" Affects Employers

Michigan Temporarily Expands Unemployment Eligibility and Shifts Cost for Benefits

Michigan Introduces Legislation to Permit Likeness/Image Compensation for Student Athletes

Additional Pay Data Must Be Submitted by September 30, 2019 for EEO-1 Filers

Paid Medical Leave Act, Minimum Wage Increase Take Effect

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Michigan Court Confirms that Public Employers May Enforce Zero-Tolerance Drug Policies

Department of Education Proposes New Rules to Govern Title IX Compliance

Attorney General Opines That Civil Rights Commission Exceeded Its Jurisdiction by Issuing Interpretive Statement

Michigan Civil Rights Commission to Process Discrimination Complaints Based on Sexual Orientation and Gender Identity

Candidates, Committees May Directly Solicit Unlimited Contributions to 'Super PACs'

NLRB Regional Director Orders Union Election in a Unit of Undergraduate Employees

Court of Appeals Holds Email Deliberations Among a "Quorum" of a Public Body Violates the Open Meetings Act

Court Clarifies Public Bodies Requirement to Provide Documents Under FOIA

New Overtime Rules Issued: Employers Must Review Status By Year-End

Miller Canfield Secures Court Order Stopping Enforcement of Law Barring Objectively Neutral Speech by Public Officials

New Law Limits Ability of Local Governments and School Districts to Communicate Regarding Ballot Questions

EEOC Proposed GINA Regulations Permit Limited Wellness Plan Incentives In Exchange For Spousal Health Data

Michigan Governor Signs Law Eliminating February Regular Elections

OSHA Releases Guidance on Restroom Access for Transgender Employees

Significant Changes to Michigan FOIA Laws Coming In July

Employment + Labor Newsletter