

DETROIT

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Services

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

Industries

K-12 Education

Education

Howard University School of Law,
J.D., 1971
Mansfield State College, B.S., 1961

Bar Admissions

Michigan



Leonard D. Givens

Of Counsel

Leonard brings experience in all facets of labor and employment law to the courtroom, the hearing room and the bargaining table.

During a long and distinguished legal career, he has represented companies before the National Labor Relations Board, negotiated more than 200 collective bargaining agreements and handled countless matters related to federal and state anti-discrimination laws. In addition, Leonard advises his clients on such critical issues as avoiding violating the National Labor Relations Act, working effectively and fairly with labor during a merger or acquisition, and complying with the Family and Medical Leave Act and the Americans with Disabilities Act.

Leonard is an expert on issues pertaining to the Fair Labor Standards Act and ERISA, retiree issues and has acted as an arbitrator in both employment and labor contract cases. He represents K-12 school districts, community colleges and universities in all employer/employee matters as well as issues pertaining to student governance.

Honors

State Bar of Michigan, Labor and Employment Section, 2010 Distinguished Service Award

Best Lawyers in America, Labor and Employment Law - Management, 2003-present; 2012 Detroit Labor Law - Management Lawyer of the Year

Chambers USA: America's Leading Lawyers for Business, Employment and Labor, 2003-2019

Leonard D. Givens

Michigan Super Lawyers, Labor and Employment, 2006-present

DBusiness Magazine, Top Lawyers, Labor and Employment

The Nation's Most Powerful Employment Attorneys - Top 10 for Labor Law, Human Resource Executive, May 2009

Corp! Magazine, one of Southeastern Michigan's 10 Best Lawyers, 1999

Crain's Detroit Business, one of Metro Detroit's Most Influential Black Business Leaders, 1998

Leading Lawyers, Employment Law: Management, ADR Law: Employment, Labor Law: Management, 2014–present

Professional Activities

American Bar Association, Labor Section

State Bar of Michigan, Labor Section Council Member

Michigan State Bar Foundation, Fellow

National Bar Association

Detroit Metropolitan Bar Association, President, 2000-01; President-elect, 1999-00

Oakland County Bar Association

Wolverine Bar Association

National Employment Labor Council, Board Member

American Labor and Employment Council

Michigan Biotechnology Institute, Board Member

Judicial Screening Committee, Oakland County

College of Labor and Employment Lawyers, Fellow, Inducted August 2003

Civic, Cultural & Social Activities

Metropolitan Affairs Coalition, Board Member; Vice-chair

Homes for Black Children, Board Member

The Nature Conservancy of Michigan, Board Member

Detroit Regional Chamber, Former Board Member

Leonard D. Givens

Speeches

Union Organizing
Sexual Harassment
Investigating Discrimination Charges
Preparing for Arbitration
Negotiating Collective Bargaining Agreements
Guest Lectures at U of M negotiations (3 years)
Dealing with Media in High Profile Litigation
Employment at Will
Update on Labor and Employment Law
OFCCP – Preparing for Audits
Guest Lecturer at Oakland University
Tenure Act K-12
Disciplining Procedure K-12
Open Meetings Act
Student Privacy
Pro's and Con's of Interest Arbitration
Labor and Employment Law Post-Present-Future
Acquisition and Mergers – Labor and employment matters

Articles

Local Government + School District Fiscal Accountability Act