

Resolute Systems, LLC 
Dispute Resolution Worldwide

MICHAEL R. BLUM, ESQ.
Farmington Hills, MI



Mike Blum is an award-winning Michigan labor and employment lawyer who has litigated some of the state's most important cases. He joined Foster Swift in 2008.

Part of Mike's effectiveness as a litigator, in ADR and as a counselor to employers, comes from his 10 years with the National Labor Relations Board. He went to work for the NLRB as a field examiner right out of college and became an NLRB trial attorney in 1997, when he finished law school and was admitted to the bar.

Mike focuses his practice in five areas:

- **Labor law.** Counsels and represents employers in all kinds of labor matters, including negotiation of collective bargaining agreements; grievance processing, mediation and arbitration; development and implementation of union campaigns; and, matters before the NLRB, including election and unfair labor practice proceedings.
- **Employment law for private employers.** Helps in compliance with state and federal statutes affecting private-sector employers in Michigan, and defense of claims before federal and state agencies.
- **Employment law for public employers.** Works with municipalities, public schools, and state courts in legal matters involving public employees, including defense of claims before governmental agencies.
- **Litigation.** Handles high-stakes cases at the trial court and appellate levels. In 2009, for example, Mike prevailed in a precedent-setting claim before the United States Court of Appeals for the Sixth Circuit which reversed a federal district court's denial of costs and attorneys' fees under the Norris-LaGuardia Anti-Injunction Act.
- **Alternative Dispute Resolution.** Has represented employers in arbitrations and as an advocate and mediator. He's a recognized arbitrator on the American Arbitration Association's Neutral Employment Panel.

He's a prolific author and is frequently invited to speak on complex labor and employment issues. Mike has written dozens of articles for leading organizations and publications. He recently assisted in revising the Michigan Chamber of Commerce's Hiring to Termination Guide, a project led by Foster Swift attorney Melissa Jackson. He's spoken on a wide range of key topics, including how to handle e-mail communications and the significance of the amendments to the Family and Medical Leave Act (FMLA) and Americans with Disabilities Act (ADA), and other state and federal rules and regulations.

PRACTICE AREAS

- Employment Law
- Labor Relations
- Employment Litigation
- Alternative Dispute Resolution
- Employment, Labor & Benefits
- Civil Rights
- Discrimination – Unlawful Harassment

EDUCATION

- Wayne State University Law School, J.D., 1986, *cum laude*
- Michigan State University, B.A., 1978, Personnel Administration, with High Honors

HIGHLIGHTS & RECOGNITIONS

- AV® Preeminent™ Martindale-Hubbell
- Michigan Superlawyers 2009 and 2010 (Employment and Labor)
- dBusiness Magazine 2010 Top Lawyer

MEMBERSHIPS & AFFILIATIONS

Legal Affiliations:

- Michigan State Bar Association, Fellow
- Macomb County Bar Association
- Oakland County Bar Association
- Labor/Employment Case Evaluator, Macomb County Circuit Court

Industry & Professional Associations:

- American Arbitration Association, Employment Panel, Arbitrator
- National Labor Relations Board, Practice and Procedures Committee
- Harrison Township Zoning Board of Appeals
- Labor and Employment Relations Association (LERA)
- Society of Human Resource Management (SHRM)

Community Involvement:

- Chamber of Commerce, Macomb Chapter
- St. Clair Shores Hockey Association, Board of Governors

REPRESENTATIVE MATTERS

- In December 2009, Mike won a precedent-setting case of first impression in the United States Court of Appeals for the Sixth Circuit. It reversed a federal district court's denial of costs and attorneys' fees under the Norris-LaGuardia Act, which were incurred in obtaining dissolution of an ex parte temporary restraining order that a union had improvidently obtained ex parte from a state circuit court judge.

- Mike successfully negotiated collective bargaining agreements in July 2009 with various unions, including the Michigan Nurses Association and the American Federation of State, County and Municipal Employees.
- He assisted in closing a client's business operations, including issuance of notices under the Worker Adjustment and Retraining Notification Act. Successfully negotiated a plant closing agreement with the union. Also involved in COBRA continuation notification and compliance issues.
- In June 2008, Mike successfully defended a client in a lawsuit filed by an ex-employee alleging sex and age discrimination under Title VII of the Civil Rights Act and Elliott-Larsen Civil Rights Act and age discrimination under the Age Discrimination in Employment Act and Elliott-Larsen. Summary judgment was granted by District Judge Bernard A. Friedman.
- Mike successfully defended clients in a lawsuit filed by an ex-employee alleging sex discrimination, sexual harassment and sexual stereotyping under Title VII of the Civil Rights Act and Elliott-Larsen Civil Rights Act. Summary judgment was granted in February 2002 by Macomb County Circuit Court Judge James Biernat and upheld by the Michigan Court of Appeals.

BAR AND COURT ADMISSIONS

- Michigan
- U.S. District Court for the Eastern District of Michigan
- U.S. District Court for the Western District of Michigan
- U.S. Sixth Circuit Court of Appeals

NEWS

- 18 Foster Swift Lawyers Included on 2010 Super Lawyers List, October 28, 2010
- Nineteen Foster Swift Attorneys Named in 2009 Super Lawyers, September 22, 2009

SPEAKING ENGAGEMENTS

Employment Law Training, *City of Potterville*, April 28, 2010

Workshop on Workplace Privacy Policies - Hot Topics Workshop, *Walsh College*, March 17, 2009

Winds of Change in 2009: Preparing Your Company for the Changes Under the FMLA and the ADA, *Walsh College*, January 15, 2009

Current Trends and Developments in Labor Law, *Industrial Relations Research Association, Mid-Michigan Chapter*, 2004

Harassment: How to Recognize and Respond, *Metropolitan Detroit Bureau of School Studies*, 2003

Providing Reasonable Accommodations under the Latest EEOC Guidance and Court Opinions Cost-Efficiently, *Council on Education in Management - ADA Update*, 2000

Changes in Employment Law that Affect your Business, *Perrinn, Fordree & Company, P.C.*, January 2000

E-mail - New Uses and Prohibitions, *The Bernard Gottfried Memorial Labor Law Symposium*, 2000

Invoking your Statutory Rights to Control the Use of Intermittent and Reduced Schedule Leave, *Council on Education Management - FMLA Update*, 1999

Knowing your Employer Rights when Employees are Ready to Return to Work, *Council on Education in Management - FMLA Update*, 1999

Leaves of Absence and the Reasonable Accommodation Requirements, *Abbot, Nicholson, Quilter, Esshaki & Youngblood, P.C. Employment Law Update*, 1995

Pre-Employment Inquiries, *Abbot, Nicholson, Quilter, Esshaki & Youngblood, P.C. Employment Law Update*, 1993

The Family and Medical Leave Act of 1993 (FMLA), *Abbot, Nicholson, Quilter, Esshaki & Youngblood, P.C. Employment Law Update*, 1993

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), *Abbot, Nicholson, Quilter, Esshaki & Youngblood, P.C. Employment Law Update*, 1995

PUBLICATIONS

OFCCP Extends Its Reach To Healthcare Providers, *Foster Swift Employment, Labor & Benefits E-News*, February 9, 2011

Michigan Public Sector Labor Law 101, *Foster Swift Municipal Law News: MTA Edition*, January 2011

Employer's "Honest Belief" Defeats Military Reservists' USERRA Claim, *Foster Swift Employment, Labor & Benefits Quarterly*, Fall 2010

Employer's Thorough Investigation Defeats Military Member's Discrimination Claim, *Foster Swift Municipal Law News*, September 2010

The Trend for Increased Regulation of Employers Under the Current Administration, *Inside the Minds: Complying with Employment Regulations, 2010 Edition*, August 2010

Binding Arbitration Amendments May Actually Increase Costs to Local Municipalities, *Foster Swift Municipal Law News*, July 2010

Smoking Ban, *Foster Swift Employment, Labor & Benefits E-News*, April 20, 2010

HR Made Easy From Hiring to Termination, *Michigan Chamber*, 2009

FMLA Update, *Employment Law Briefing*, Summer 2008

Bullying: It's Not Just A Child's Problem Any More, *Employment Law Briefing*, Winter 2008

Elder Care And The FMLA, *Employment Law Briefing*, Winter 2008

Harassment Claims And Teenage Employment, *Employment Law Briefing*, Summer 2007

An Employee's Discriminatory Conduct Towards Customers Can Result In Liability, *Employment Law Briefing*, Summer 2007

Family Responsibilities Discrimination – The New Battleground in Employment Lawsuits?, *Employment Law Briefing*, Winter 2007

A Merger or Transfer of Assets is not Necessary for Imposition of Successor Liability in Labor Cases, *Employment Law Briefing*, Fall 2006

Work Verification Requirements May Be Changing, *Employment Law Briefing*, Summer 2006

Blogging: What Is It and Why Should I Care?, *Employment Law Briefing*, Winter 2006

Michigan Employers Must Protect Social Security Numbers, *Employment Law Briefing*, Summer 2005

Conducting Investigatory Interviews – Must Management Permit An Employee To Have A Representative Present?, *Employment Law Briefing*, Summer 2004

The Fair Labor Standards Act – Revised “White Collar” Exemptions Finally Issued, *Employment Law Briefing*, Summer 2004

Supervisors May No Longer Be Held Individually Liable Under Michigan Law, *Employment Law Briefing*, Spring 2003

Non-Compliance With Federal And State Employment Laws, *Employment Law Briefing*, Summer 2002

Compliance With Federal And State Employment Laws, *CLA Advantage*, 1997

Recent Legislation Favors Michigan Employers, *CLA Advantage*, 1996

HR Question: Legalities Of Compensatory Time, *American Society of Employers Bulletin*, 1996

HR Dilemma: Drafting An Effective E-Mail Policy, *American Society of Employers Bulletin*, 1996

Compensatory Time Vs. Overtime, *CLA Advantage*, 1996

HR Question: On-Call Duty: When Is An Employer Required To Compensate Its Employees?, *American Society of Employers Bulletin*, 1996

HR Question: Reference Checking: How Does The New Law Affect Employers?, *American Society of Employers Bulletin*, 1996

Your Employee Tells You She’s Pregnant--Now What?, *American Society of Employers Bulletin*, 1994

Downsizing: The Legal Perils, *American Society of Employers Bulletin*, 1993

Permanently Replaced Strikers May Still Be Ineligible For Unemployment Benefits, *American Society of Employers Bulletin*, 1993

Cafeteria Plans: The Employee Benefit Program That Benefits Employers, Too, *American Society of Employers Bulletin*, 1993