

## Gary C. Ankers

Office Managing Shareholder

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## Focus Areas

Litigation and Trials

Discrimination and Harassment

Policies, Procedures and Handbooks

Labor Management Relations

Alternative Dispute Resolution

## Overview

Gary C. Ankers boasts a depth of experience counseling and representing employers in a wide range of labor and employment matters with a practice highly-focused on:

- Employment litigation defense
- Policy drafting and review
- Corporate governance
- Litigation avoidance

Appearing in various courts and administrative agencies throughout the United States, including before the Equal Employment Opportunity Commission, the Michigan Department of Civil Rights, and the National Labor Relations Board, Gary has handled employment discrimination lawsuits, wrongful discharge matters, and labor-management relations under the National Labor Relations Act and other claims arising under:

- Title VII
- The Family and Medical Leave Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Elliott-Larsen Civil Rights Act
- The Michigan Whistleblowers' Protection Act

Gary also conducts employment law training and seminars and provides advice and counsel on traditional labor law issues, including union avoidance, organizing and collective bargaining. He is a frequent speaker and lecturer on:

- The Fair Labor Standards Act
- The Family and Medical Leave Act
- Hiring and discipline
- Union avoidance and organizing

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, State Bar of Michigan

## Recognition

- Awarded, AV<sup>®</sup> Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America<sup>®</sup>, 2016-2021
- Named, Leading Lawyers, Michigan, *Law Bulletin Publishing Company*, 2016-2019

## Education

J.D., University of Detroit Mercy School of Law, 1988

A.B., University of Michigan, 1985

## Bar Admissions

Michigan

District of Columbia

Ohio

## Courts

U.S. District Court, Western District of Michigan

U.S. District Court, Eastern District of Michigan

## Publications & Press

### **MIOSHA Amends COVID-19 Emergency Rules as Michigan Eases Workplace Restrictions**

*Littler ASAP*

May 25, 2021

### **Michigan Plans to Return to Work Across All Sectors**

*Littler ASAP*

May 11, 2021

**Michigan Issues Updated Guidance on Face Coverings and Gatherings**

*Littler ASAP*

March 3, 2021

**Michigan Alters COVID-19 Worker Quarantine Requirements**

*SHRM Online*

February 12, 2021

**Michigan Alters its Worker Quarantine Requirements Related to COVID-19**

*Littler ASAP*

February 4, 2021

**Littler Appoints Three Office Managing Shareholders**

*Littler Press Release*

December 22, 2020

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**No Mask, No Service: Michigan Expands Face Covering Requirements**

*Littler ASAP*

July 13, 2020

**Michigan is Moving Toward Reopening, But it Will Not be “Business as Usual”**

*Littler Insight*

May 6, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Sixth Circuit Refuses to Apply Stricter FLSA Collective Action Certification Standard**

*Littler ASAP*

March 10, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Littler Mendelson Enhances Detroit Presence with Addition of Gary Ankers**

*Littler Press Release*

January 6, 2009

**Is New Employee Probation a Good Idea?**

*Comerica Small Business Solutions*

Fall 2004

## **Speaking Engagements**

**The Next Normal: Has COVID-19 Forever Changed Workplaces and Our Approach to Work?**

July 21, 2020

**Return to Work in Michigan – Managing the Next Phase of the Pandemic**

June 1, 2020

**What Managers Can Do to Mitigate Litigation Risk (And What You Can Do to Help Them)**

Detroit, MI

May 22, 2019

**The Employee From Hell Part 2: The Tables Are Turned**

Detroit, MI

May 22, 2018

**The Employee from Hell**

Detroit, MI

November 14, 2017

**Wage and Hour Headaches: What Every Employer Needs to Know**

Detroit, MI

September 21, 2016

**New Developments on the FMLA and ADA: Keeping Your Company Out of the Headlines**

Detroit, MI

September 24, 2015

**Personnel and Employment Law Update**

Council on Education in Management

**Payroll Basics – The Fair Labor Standards Act**

Lorman Education Services

**Family & Medical Leave Act Update**

Council on Education in Management