



Michael A. Chichester Jr.

Shareholder

Co-Chair, Robotics, AI and Automation

Practice Group

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Focus Areas

Robotics, Artificial Intelligence (AI) and Automation

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Whistleblowing and Retaliation

Litigation and Trials

Global Workplace Transformation Initiative

Home Health and Home Care

Overview

Michael A. Chichester represents employers in labor and employment relations and employment litigation defense of all types, including:

- Employment discrimination
- Harassment
- Retaliation
- Disability discrimination
- Wrongful termination

Appearing in state and federal courts, he most frequently works with retailers, utilities, healthcare providers, transportation companies, and professional corporations and has particular experience defending clients in claims involving:

- Title VII
- The Americans with Disabilities Act

- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The Elliot Larsen Civil Rights Act
- The Michigan Persons with Disabilities Civil Rights Act
- The Michigan Whistleblower's Protection Act
- The Michigan Wages and Fringe Benefits Act
- The Michigan Medical Marijuana Act

Michael has a deep interest on the impact of advanced technology on the workforce and is co-chair of Littler's Robotics, Artificial Intelligence and Automation practice group.

Prior to joining Littler Mendelson, Michael worked as an associate at a mid-size Detroit law firm, where his practice primarily consisted of representing employees in labor and employment matters. In law school, he was managing editor of the *University of Detroit Mercy Law Review*.

Professional and Community Affiliations

- Member, Detroit Metropolitan Bar Association
- Member, Federal Bar Association

Recognition

- Recipient, Honorable Ralph M. Freeman Law School Scholarship

Education

J.D., University of Detroit School of Law, 2007, *summa cum laude*

B.A., Aquinas College, *cum laude*

Bar Admissions

Michigan

Courts

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Western District of Michigan

U.S. District Court, Eastern District of Michigan

Publications & Press

Michigan Appeals Court “Undoes” Lower Court’s “Undoing” of What Legislature “Undid” Concerning Minimum Wage, Tip, and Paid Leave Standards

Little ASAP

January 27, 2023

Legal Tech's Predictions for Remote, Hybrid & Tech-Enabled Work Arrangements in 2023

Legaltech News

January 18, 2023

Michigan Decision Leaves Employers Uncertain About Minimum Wage, Tips, and Paid Sick Leave

SHRM Online

July 22, 2022

Michigan Decision Leaves Employers Uncertain About Current State of Minimum Wage, Tips, and Paid Sick Leave Laws

Little ASAP

July 20, 2022

AI and Workplace Transformation: Here’s what you need to know

Chain Store Age

May 26, 2022

Manufacturing’s Tech Transformation & Sustainability

Industry Today

March 10, 2022

Legal Tech's Predictions for Remote Work and COVID-19 in 2022

LegalTech News

December 29, 2021

EEOC Increases Focus on Artificial Intelligence and Algorithmic Fairness

Little ASAP

November 15, 2021

Proposed AI Policy in EU Could Change Hiring Landscape

#evolve magazine

November 11, 2021

Proposed AI Policy in EU Could Change Hiring Landscape

World at Work

July 21, 2021

EU Proposal Could Limit AI Use in Recruiting and Hiring

SHRM Online

June 4, 2021

COVID Is Accelerating the Gig Economy

Today's General Counsel

April 28, 2021

Gig Economy Boost Will Persist Post-Pandemic, Report Says

Law360

March 31, 2021

Inaugural Report of Littler's Global Workplace Transformation Initiative

Littler Report

March 30, 2021

Littler Releases Inaugural Report From Its Global Workplace Transformation Initiative

Littler Press Release

March 30, 2021

What Lawyers Want Everyone to Know About AI Liability

Information Week

February 22, 2021

Legal Tech's Predictions for Remote Working and COVID-19 in 2021

LegalTech News

January 6, 2021

Michigan OSHA Adopts COVID-19 Emergency Rule

SHRM Online

October 22, 2020

Michigan Occupational Safety and Health Administration Adopts COVID-19 Emergency Rule

Littler ASAP

October 16, 2020

Michigan Agency Continues to Issue Emergency Health Orders and Guidance on Face Coverings and Gatherings

Little Insight

October 12, 2020

Michigan Agency Steps Up Mask Mandate and Other Requirements to Fill Void Created by Nullification of COVID-19 Executive Orders

Little ASAP

October 6, 2020

In Fractured Opinion, Michigan Supreme Court Strikes Down Governor's Emergency Authority

Little ASAP

October 5, 2020

Maintain your Distance: Solving COVID-19 Safety Issues Through Automation

Little Podcast

September 28, 2020

How AI Will Make Global Supply Chains Smarter, and Alter the Employment Landscape in a Post-Pandemic World

Supply Chain Toolbox

June 29, 2020

Michigan Moves to Stage 4 of the Safe State Plan, Setting the Stage for Most Businesses to Reopen

Little Insight

June 4, 2020

Michigan Sets Forth Additional Requirements for Businesses that Reopen as the State Restarts Select Operations in Northern Michigan

Little ASAP

May 19, 2020

Michigan Extends "Stay Home, Stay Safe" Order Through May 28, 2020, While Announcing a Phased Reopening of Businesses with the Manufacturing Sector Next to Open

Little ASAP

May 8, 2020

Michigan is Moving Toward Reopening, But it Will Not be "Business as Usual"

Little Insight

May 6, 2020

Gardeners, Golfers, and Boaters Rejoice! Michigan Extends “Stay Home, Stay Safe” Order but Provides for the Reopening of Certain Businesses and Recreational Activities

Little ASAP

April 25, 2020

Michigan Extends “Stay Home, Stay Safe” Order with Additional Restrictions on Retail Businesses

Little ASAP

April 9, 2020

Michigan Extends Retaliation Protections Amid COVID-19 Outbreak

SHRM Online

April 8, 2020

Michigan Issues Executive Order Extending Retaliation Protections Amid COVID-19 Outbreak

Little ASAP

April 3, 2020

Michigan Issues COVID-19 Guidance for Caregivers of Older Adults

Little ASAP

March 27, 2020

Michigan Issues “Stay Home, Stay Safe” Executive Order

Little ASAP

March 23, 2020

An Anticlimactic End of 2019 for Michigan Paid Sick and Minimum Wage Amendments

Little ASAP

December 20, 2019

Recruiting in the Robot Age: Examining Potential EEO Implications in Optimizing Recruiting Through the Use of Artificial Intelligence

The Computer & Internet Lawyer

October 1, 2019

Recruiting in the Robot Age: Examining Potential EEO Implications in Optimizing Recruiting Through the Use of Artificial Intelligence

Michigan Bar Journal

June 1, 2019

Michigan Governor Signs Amended Paid Sick Leave and Minimum Wage Laws

Little ASAP

December 20, 2018

From Ballots to Bills: Michigan Adopts Paid Sick and Safe Time Law and Raises the Minimum Wage

Little Insight

September 11, 2018

Sixth Circuit Rejects Argument that Full-Time Job Requires Full-Time Hours in ADA Failure to Accommodate Case

Little ASAP

August 1, 2018

Mid-Year Michigan Legislative Update

Little ASAP

June 25, 2018

Little Elevates 28 Attorneys to Shareholder

Little Press Release

January 3, 2018

Michigan Court of Appeals Rules Medical Marijuana Users Discharged for Positive Drug Tests May Still Be Eligible for Unemployment Benefits

Little Insight

February 11, 2015

Federal Appellate Court Holds that Requiring an Employee to Undergo Psychological Counseling May Constitute Requiring a Medical Examination Under the ADA

Little Insight

September 11, 2012

Case Digest: People v. Tierny

84 U. Det. Mercy L. Rev. 161

The Twenty-First Amendment Accommodates the Dormant Commerce Clause: Did the United States Supreme Court Awaken a Sleeping Giant with Its Decision on Granholm v. Heald?

84 U. Det. Mercy L. Rev. 161

Speaking Engagements

Session Three: How Employers Can Prepare for the Future Legislative and Regulatory Framework Governing the Use of AI Tools in HR Decisions

December 1, 2022

The Workforce Crisis: Strategies for Cultivating Talent

Automate

June 6, 2022

Post-Pandemic Remote Work: A Productivity Boon or a Collaboration Destroyer? What Has the Evidence Shown? And Can We Ever Go Back?

Littler Executive Employer Conference

May 6, 2022

The Ever Changing Face of Work: What to Expect Going Forward

ALM General Counsel Conference Midwest, Chicago, IL

October 12, 2021

OSHA Compliance Made Easier

Client Webinar

December 9, 2020

A COVID-19 Storm is Brewing: How Employers Respond Mandates When Whistleblowers Threaten

August 18, 2020

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

June 1, 2020

Make Way for Michigan's Paid Medical Leave Act

March 19, 2019

Artificial Intelligence: Taking the "Human" Out of Human Resources

Greater Ann Arbor SHRM

March 12, 2019

Wage and Hour Headaches: What Every Employer Needs to Know

Detroit, MI

September 21, 2016