



## 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

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 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**

*Littler Insight*

October 12, 2020

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

*Littler ASAP*

October 6, 2020

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

*Littler ASAP*

October 5, 2020

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

*Littler 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**

*Littler Insight*

June 4, 2020

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

*Littler 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**

*Littler ASAP*

May 8, 2020

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

*Littler 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**

*Littler ASAP*

April 25, 2020

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

*Littler 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**

*Littler ASAP*

April 3, 2020

**Michigan Issues COVID-19 Guidance for Caregivers of Older Adults**

*Littler ASAP*

March 27, 2020

**Michigan Issues “Stay Home, Stay Safe” Executive Order**

*Littler ASAP*

March 23, 2020

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

*Littler 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**

*Littler ASAP*

December 20, 2018

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

*Littler Insight*

September 11, 2018

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

*Littler ASAP*

August 1, 2018

**Mid-Year Michigan Legislative Update**

*Littler ASAP*

June 25, 2018

**Littler Elevates 28 Attorneys to Shareholder**

*Littler 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**

*Littler 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**

*Littler Insight*

September 11, 2012

**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*

**Case Digest: *People v. Tierny***

*84 U. Det. Mercy L. Rev. 161*

## Speaking Engagements

**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