

William J. Vincent

Shareholder

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Focus Areas

Discrimination and Harassment
Whistleblowing and Retaliation
Hiring, Performance Management and Termination
Unfair Competition and Trade Secrets

Overview

William J. Vincent represents management in a variety of labor and employment relations and litigation matters, including:

- Employment and disability discrimination
- Harassment
- Retaliation
- Wrongful termination
- Federal and state civil rights agency investigations
- Employee discipline and performance counseling
- Non-compete claims
- Sales commission claims
- General liability and commercial litigation

Bill appears in state and federal courts and before the Equal Employment Opportunity Commission (EEOC) and the Michigan Department of Civil Rights. He also represents clients in arbitration.

Additionally, Bill has specific knowledge regarding:

- Title VII of the Civil Rights Act of 1964
- The Age Discrimination in Employment Act (ADEA)

- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Equal Pay Act
- Michigan's Elliott-Larsen Civil Rights Act
- Michigan's Persons with Disabilities Civil Rights Act
- Michigan's Whistleblowers' Protection Act
- Michigan's Workers' Disability Compensation Act

Bill works with a wide range of clients, including:

- Skilled nursing and assisted living facilities
- Medical device manufacturers
- Retailers
- Publicly-regulated utilities
- Financial institutions
- Educational institutions
- Manufacturers
- Service sector companies

Bill is one of the co-founders of Littler's Detroit office and also helped found its predecessor firm, where he practiced for 14 years.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Michigan Bar Association
- Member, Defense Research Institute
- Member, Michigan Defense Trial Counsel
- Member, Incorporated Society of Irish-American Lawyers
- Member, Catholic Lawyers Society
- Secretary, The Detroit Catholic School Heritage Project

Recognition

- Awarded, AV[®] Preeminent Peer Review Rating, *Martindale-Hubbell*
- Named, Leading Lawyers, *Law Bulletin Publishing Company*, 2017
- Named, The Best Lawyers in America[®], 2020-2021

Education

J.D., Detroit College of Law, 1985

B.A., Michigan State University, 1982

Bar Admissions

Michigan

Courts

U.S. Supreme Court

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 Implements Proactive COVID-19 Safety Measures Applicable to Office Workers

Littler ASAP

November 18, 2020

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

Littler ASAP

October 5, 2020

Best Lawyers in America® 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

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

Littler Insight

May 6, 2020

Oakland County, Michigan Orders Employers of Critical Infrastructure Workers and Essential Employees to Implement Screening and Social Distancing Measures

Littler ASAP

March 29, 2020

Michigan Issues COVID-19 Guidance for Caregivers of Older Adults

Littler ASAP

March 27, 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

Michigan Expands its Preemption Law to Cover Interview Limitations

Littler ASAP

March 29, 2018

Sixth Circuit Extends "Cat's Paw" Liability Theory to FMLA Retaliation Claims

Littler Insight

May 10, 2017

Michigan Franchisors Not Joint Employers of Employees of Franchisees Absent Agreement

Littler ASAP

March 24, 2016

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

Littler Mendelson Opens Detroit Office with DeWitt, Balke & Vincent, Fortifies Midwest Presence

Littler Press Release

April 21, 2008

Speaking Engagements

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

June 1, 2020

The Employee From Hell Part 2: The Tables Are Turned

Detroit, MI

May 22, 2018

The Employee from Hell

Detroit, MI

November 14, 2017

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

Detroit, MI

September 24, 2015