

## William J. Vincent

Littler CaseSmart Counsel

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## Focus Areas

Littler CaseSmart

## 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<sup>®</sup> Preeminent Peer Review Rating, *Martindale-Hubbell*
- Named, Leading Lawyers, *Law Bulletin Publishing Company*, 2017
- Named, The Best Lawyers in America<sup>®</sup>, 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**

*Little Insight*

May 10, 2017

**Michigan Franchisors Not Joint Employers of Employees of Franchisees Absent Agreement**

*Little ASAP*

March 24, 2016

**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

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

*Little 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