



Gary C. Ankers

Office Managing Shareholder

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Practice Areas

Litigation and Trials
Discrimination and Harassment
Handbooks and Policies
Labor Management Relations
Arbitration

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[®] Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America[®], 2016-2025
- Named, Top Lawyers, Labor and Employment Law, *DBusiness Magazine*, 2024
- Named, Leading Lawyers, Michigan, *Law Bulletin Publishing Company*, 2016-2022

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

Group Activity to Aid Nonemployees Can Be Protected

SHRM Online

September 12, 2023

Michigan Legislature Passes Amendment to Elliott-Larsen Civil Rights Act to Protect LGBTQ Rights

Littler ASAP

March 13, 2023

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

MIOSHA Rescinds Emergency Workplace Rules as Michigan Returns to Full Capacity

Littler ASAP

June 22, 2021

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

Press Release

December 22, 2020

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

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 ASAP

May 6, 2020

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

Press Release

August 15, 2019

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

Press Release

August 15, 2018

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

Press Release

August 17, 2017

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

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

Press Release

August 18, 2015

Littler Mendelson Enhances Detroit Presence with Addition of Gary Ankers

Press Release

January 6, 2009

Is New Employee Probation a Good Idea?

Comerica Small Business Solutions

Fall 2004

Events & Speaking Engagements

Challenges Created by Remote Work and the Wandering Worker

Littler and ACC Michigan Webinar

June 17, 2021

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

Family & Medical Leave Act Update

Council on Education in Management

Personnel and Employment Law Update

Council on Education in Management

Payroll Basics – The Fair Labor Standards Act

Lorman Education Services