Michael A. Chichester Jr.

Shareholder

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Practice Areas

AI and Technology
Discrimination and Harassment
Leave and Accommodation
Whistleblowing, Compliance and Investigations
Litigation and Trials

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

- Named, The Best Lawyers in America®, 2024-2027
- Named, Notable Leader in Employment and Labor Law, *Crain's Detroit Business*, 2023
- Recipient, Honorable Ralph M. Freeman Law School Scholarship
- Named, Stand-Out Lawyer, *Thomson Reuters*, 2024

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, 4th Circuit
U.S. Court of Appeals, 6th Circuit
U.S. District Court, Western District of Michigan
U.S. District Court, Eastern District of Michigan
U.S. District Court, Northern District of Ohio

Publications & Press

Michigan's 11th-Hour Changes to Minimum Wage, Tip, and Paid Sick Leave Standards
Littler ASAP
February 24, 2025

Michigan Supreme Court Clarifies Minimum Wage & Tipped Rates and Schedule for 2025 and Future Years
Littler ASAP
September 19, 2024

Michigan Supreme Court Voids Existing Minimum (Cash) Wage and Paid Sick Leave Laws and Revives Old Laws
Littler ASAP
August 6, 2024

The Littler Annual Employer Survey 2024
Littler Report
May 8, 2024

Employers Expect Increased Regulatory Enforcement Amid Legislative Slowdown in Election Year, Littler Survey Finds
Press Release
May 8, 2024

Exploring the legality of workplace surveillance's 'gray area'
Human Resources Director
September 5, 2023

Littler Releases Report On The American Workforce
Industry Today
August 7, 2023

Are there any areas of concern as our organization implements AI tools to monitor and engage with employees and customers?
Littler 2 the Point Video
August 2, 2023

The American Workforce Transformation – Challenges and Opportunities
Littler Report
July 26, 2023

Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers
General Counsel News
May 12, 2023

An Overview of the Employment Law Issues Posed by Generative AI in the Workplace
Littler Report
May 11, 2023

Hybrid Working Schedule 'Here to Stay,' Littler Survey Shows
Bloomberg Law
May 10, 2023

The Littler Annual Employer Survey 2023
Littler Report
May 10, 2023

Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers
Press Release
May 10, 2023

Make Sure Generative AI Policies Cover Intellectual Property
SHRM Online
May 1, 2023

Michigan Appeals Court "Undoes" Lower Court's "Undoing" of What Legislature "Undid" Concerning Minimum Wage, Tip, and Paid Leave Standards
Littler 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
Littler 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
Littler 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

Littler Releases Inaugural Report From Its Global Workplace Transformation Initiative
Press Release
March 30, 2021

Inaugural Report of Littler's Global Workplace Transformation Initiative
Littler Report
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
Littler ASAP
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 ASAP
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 ASAP
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 ASAP
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
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 ASAP
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 ASAP
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

Events & Speaking Engagements

2023 Ohio Regional Employer Conference
Cleveland, OH
October 5, 2023

2023 Littler AI Summit
Washington, DC
September 21, 2023

Somebody's Watching Me!
Littler Executive Employer Conference, Phoenix, AZ
May 11, 2023

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