

GARY W. FRANCIS



Associate

38505 Woodward Ave.
Suite 2000
Bloomfield Hills MI 48304

TEL: (248) 901-4045
FAX: (248) 901-4040
gfrancis@plunkettcooney.com

Gary W. Francis is a member of Plunkett Cooney's Labor and Employment Practice Group who focuses his practice primarily on traditional labor law, employment law and employee benefits (ERISA). He represents employers in labor and employment matters in both state and federal courts, as well as state and federal administrative agencies.

Mr. Francis received his law degree from Michigan State University College of Law, where he was a member of the Moot Court and Advocacy Board, as well as an Associate Editor of the *Journal of International Law*. While attending law school, he clerked in the Wayne County Prosecutor's Office, Trials Division. In 2007, Mr. Francis earned his Master of Laws in Labor Law at Wayne State University Law School.

Representative Client Work

- Exclusively represents public and private sector employers in traditional labor issues
- Counsels employers on labor and employment matters, including wage and hour issues, ADA and FMLA compliance, employee benefits and union avoidance
- Routinely defends international and Michigan corporations in a variety of litigation, including employment discrimination, wrongful discharge and breach of contract matters
- Participated in the defense of national corporations in class action lawsuits involving issues pertaining to the Fair Labor Standards Act (FLSA) and employee benefits claims (ERISA)
- Represents employers in ERISA matters concerning pension and benefit issues

Areas of Practice

- Healthcare Law
- Labor & Employment Law

Honors & Awards

- Michigan Super Lawyer Rising Star in Employment & Labor Law; Michigan Super Lawyers, a Thomson Reuters publication, 2008, 2010-2011
- Robert F. Wagner National Labor and Employment Law Moot Court Competition, member
- Pepperdine National Entertainment Law Moot Court Competition, member
- Michigan State University-Detroit College of Law Moot Court Competition, First Place advocate
- Journal of International Law and Practice, Associate Editor
- Ralph, Rose and Samuel Helper Award for Excellence in Oral Advocacy, recipient

Education

- Wayne State University Law School, L.L.M. Labor Law, 2007
- Michigan State University College of Law, J.D., 2002
- Michigan State University, B.A., 1999

Bar & Court Admissions

- Michigan, 2002
- U.S. District Court, Eastern District of Michigan, 2008
- U.S. District Court, Western District of Michigan, 2009

Professional Affiliations

- Oakland County Bar Association (Employment and Labor Law Committee; Chair 2010-2011)
- State Bar of Michigan (Labor and Employment and Healthcare Law sections)
- American Bar Association (Labor and Employment Law section)
- American Health Lawyers Association (Labor and Employment Law Section)

Lectures

- Labor Negotiations 101, Presenter, Michigan Municipal League's Capitol Conference, April 5, 2011
- Health Care Reform, Co-Presenter, Michigan Association of Municipal Attorneys Advanced Institute, April 5, 2011
- National Labor Relations Board Update, Presentation, Mid-Winter meeting of the State Bar of Michigan's Labor and Employment Law Section, Jan. 22, 2011
- The Michigan Medical Marihuana Act, Presentation, National Academy of Arbitrators, Michigan Chapter, Nov. 16, 2010
- Plunkett Cooney's Charting a Clear Course, Labor Law For Non-Union Employers webinar, presenter, Sept. 16, 2010
- Plunkett Cooney's Summer Camp for New Human Resource Professionals - Labor Law 101, presenter, Aug. 16, 2010
- The Employee Free Choice Act (EFCA) and Its Impact on Union Organizing, Presentation, Coalition of Personnel Administrators, June 11, 2010
- State Bar of Michigan Health Care Law Section's The Genetic Information Nondiscrimination Act, GINA's Impact on Employers webinar, presenter, May 27, 2010
- When Private Lives Collide With The Workplace, panelist, Federal Mediation and Conciliation Service's, 2010 Arbitrators and Advocates Symposium, April, 22, 2010
- The Genetic Information Nondiscrimination Act, Presentation, Oakland County Bar Association, Employment Law Committee, Jan. 12, 2010

Publications

- *Public Labor and Employment Law*, Co-Author of Chapter, ICLE Book to be published entitled, "*Michigan Municipal Law*"
- *National Labor Relations Board Update*, ICLE 36th Annual Labor and Employment Law Institute's course book, April 2011
- "*The Genetic Information Nondiscrimination Act and Its Impact on Employers*," *Laches*, August 2010
- "*National Labor Relations Board Update*," ICLE 35th Annual Labor and Employment Law Institute's course book, April 2010
- "*Is Your Employer Sponsored Retirement Plan 'Top Heavy'?*," State Bar of Michigan's Labor and Employment Law Section periodical, *Lawnotes*, March 2010

- *"The Supreme Court Broadens the Coverage of Title VII's Anti-Retaliation Provision; Crawford v. Metropolitan Government of Nashville and Davidson County,"* State Bar of Michigan's Labor and Employment Law Section periodical, Lawnotes
- *"The Lilly Ledbetter Fair Pay Act of 2009,"* Laches, August 2009
- *"National Labor Relations Board Update,"* ICLE 34th Annual Labor and Employment Law Institute's course book, April 2009
- *"Employee Handbooks, A Prescription For A Healthy Workplace,"* M.D. News, December 2008

Publications

- NLRB Limits Mandatory Arbitration Agreements
- Reading The Fine Print: What You Should Know About Your Union Contract
- Is Your Employer Sponsored Retirement Plan "Top Heavy?"
- Court Rules Employee or Independent Contractor Determination is Litmus Test When Unions Collectively Bargain
- The Lilly Ledbetter Fair Pay Act of 2009
- The Supreme Court Broadens the Coverage of Title VII's Anti-Retaliation Provision: Crawford v. Metropolitan Government of Nashville and Davidson County
- New FMLA Regulations Now in Effect
- Employee Handbooks: A Prescription For a Healthy Workplace

Speaking Engagements

- Health Care Reform Webinar
- Sexual Harassment, Lies and Social Media Mock Trial - Nov. 10
- Who can it be now? What to do When the Department of Labor Comes Knocking Webinar
- Charting a Clear Course - Labor Law for Nonunion Employers Webinar
- Summer Camp for New Human Resources Professionals

News

- Seven Plunkett Cooney attorneys named industry 'Rising Stars'
- Five Plunkett Cooney attorneys named industry 'Rising Stars'
- Murphy, Francis join Plunkett Cooney