

THERESA SMITH LLOYD



Partner

38505 Woodward Ave.
Suite 2000
Bloomfield Hills MI 48304

TEL: (248) 901-4005
FAX: (248) 901-4040
tloyd@plunkettcooney.com

Theresa Smith Lloyd joined Plunkett Cooney in 1981 and has been a partner since 1986. She serves as Plunkett Cooney's Labor and Employment Law Practice Group Leader.

Ms. Lloyd represents corporations, municipalities, nonprofit organizations and individuals in all types of employment matters. Her practice includes defending charges filed against employers with the Equal Employment Opportunity Commission, Department of Labor, and the Michigan Department of Civil Rights, as well as others.

Ms. Lloyd also defends clients in cases filed in federal and state court involving all types of discrimination, retaliation, whistle-blower's claims, employment contract issues and other employment claims. Additionally, she provides ongoing advice and counsel in the areas of hiring, firing, employee investigations and discipline.

Alternative Dispute Resolution Experience

Since 1985, Ms. Lloyd has served as a mediator, case evaluator and arbitrator specializing in labor and employment matters. During that time, she has mediated, evaluated and arbitrated hundreds of cases involving all types of labor and employment issues.

Additionally, since 1995 she has served as a neutral arbitrator for commercial and employment matters with the American Arbitration Association.

Areas of Practice

- Alternative Dispute Resolution
- Labor & Employment Law
- Retail Liability

Honors & Awards

- Martindale-Hubbell's highest rating-AV Preeminent™ Peer Review Rated. AV Preeminent is a certification mark of Reed Elsevier Properties Inc., used in accordance with the Martindale-Hubbell® certification procedures, standards and policies.
- Michigan Super Lawyer in Employment & Labor, Michigan Super Lawyers, a Thomson Reuters publication, 2006 - 2011
- Litigation Counsel of America (Elected Fellow, 2008)
- American Board of Trial Advocates (Elected Member, 1995)
- National Moot Court Team, Member (1977)

Clerkship(s)

- Judge William R. Beasley, Michigan Court of Appeals, Law Clerk (1980)

Education

- Detroit College of Law, cum laude, J.D., 1979
- University of Michigan, B.A., 1973

Bar & Court Admissions

- Michigan, 1979
- Florida, 1980

Representative Client Work

- Provides employment counsel to a number of national corporations, which includes providing ongoing advice on hiring, discipline and termination, quarterly training of management and supervisory employees, and an annual review and revision of employment policies and practices
- Has successfully defended clients in class action suits involving the Fair Labor Standards Act (FLSA) and the Americans with Disability Act (ADA)
- Has tried more than 50 employment cases to verdict

Professional Affiliations

- Detroit Bar Association (Labor Law and Civil Rights Law Committees)
- Oakland County Bar Association (Employment Law Section)
- Wayne County Circuit Court Case Evaluator
- Women Lawyers Association of Michigan
- State Bar of Michigan (Labor Relations Law Section)
- Michigan Trial Lawyers Association
- The Florida Bar
- American Bar Association (Labor and Employment Law Section)
- American Law Firm Association (Employment Law Committee)
- American Trial Lawyers Association
- American Employment Law Council
- American Arbitration Association, Neutral Arbitrator, Commercial and Employment Matters
- American Board of Trial Advocates (Advocate)
- National Center for Dispute Resolution
- Litigation Counsel of America (Fellow)
- Diversity Law Institute
- The Trial Law Institute
- Inforum (previously the Women's Economic Club)

Community Involvement

- Michigan Arthritis Foundation Board of Trustees (Past Chairman)

Publications and Lectures

- "EPLI Claims Settlement: Achieving a Successful Resolution," Moderator, 2010 ALFA International Seminar on Employment Practices Liability Insurance, ERISA, D&O Issues and Managing the Tripartite Relationship, June 18, 2010

- National Lecturer on Wrongful Discharge, Employment Discrimination, Sexual Harassment and Employer Torts for numerous organizations, including the American Law Firm Association, Labor Relations Information System and the Michigan Municipal League
- "Nine Deadly Sins of Hiring and Recruiting," Business & Legal Resources (BLR) webinar, April 16, 2010
- "Hot Topics: Training Your Supervisors to Deal With Layoffs," BLR webinar, Aug. 17, 2009
- "What Companies Should Know About Assigning Employees to Positions in Other Countries," American Law Firm Association, Scottsdale, AZ, March 2009
- Cutting Edge Issues in Employment Litigation, Including Emerging Tactical Issues," American Law Firm Association, Half Moon Bay, CA, November 2007
- "Defending Employment Practices Cases," American Law Firm Association, Chicago, IL, May 2007
- "A Decent Proposal? Taking an Employment Law Claim to Verdict," American Law Firm Association, Tucson, AZ, March 2006
- "Compendium of Significant Employment-Related Case Law and Statutes," American Law Firm Association, 2006
- "Preventing, Minimizing and Remediating Employment Claims," Michigan Association of CPAs, Novi, MI, January 2005
- "Under Siege: Preventing, Remediating and Defeating the Employment Claims of the Global Workforce," American Law Firm Association, New Orleans, LA, November 2004
- "Eliminating Liability For Restaurant and Bar Owners/Operators in Michigan," Lorman Education Services, July 2000
- "The Trend in Harassment Cases: Hostile Work Environment Based on Age and Handicap is Actionable Under Federal and State Law," Defense Research Institute Newsletter, December, 1998
- "Michigan Employment Law," Co-editor, Lawyers Cooperative Publishing Co., 1992
- "Legal Research and Writing," Instructor, Detroit College of Law, 1980
- "Uniform Commercial Code Form Book," Co-editor, 1978

Alternative Dispute Resolution Training

- AAA Arbitrator Ethics & Disclosure, 2008
- AAA Arbitration Awards: Safeguarding, Deciding & Writing Awards, 2008
- Institute For Continuing Legal Education, General Civil Mediation Training, 40 hours, Plymouth, MI, June 2007
- AAA Chairing an Arbitration Panel: Managing Procedures, Process & Dynamics, 2006
- Dealing With Delay Tactics in Arbitration, December 2005
- Pro Se: Managing Cases Involving Self-Represented Parties, December 2004
- Arbitrator Update 2003
- AAA Employment Arbitrator II Training, Boston, November 2002
- AAA Arbitrator I Training-Fundamentals of the Arbitration Process, Detroit, January 2002
- National Center for Dispute Resolution, ADR Training Detroit, 1998, 1995

Publications

- Recommendations for Minimizing and/or Avoiding Workplace Violence

Speaking Engagements

- Sexual Harassment, Lies and Social Media Mock Trial - Nov. 10
- Conducting Employment Investigations
- Backlash - Discrimination, Retaliation & Whistleblowers Liability Webinar

News

- Plunkett Cooney attorneys among Michigan 'Super Lawyers' 2011
- Plunkett Cooney attorneys among Michigan 'Super Lawyers' 2010
- Plunkett Cooney attorneys among Michigan 'Super Lawyers' 2009
- Plunkett Cooney attorneys among Michigan 'Super Lawyers' 2008
- Plunkett Cooney Attorneys Named 2007 Michigan 'Super Lawyers'