

Megan P. Norris

SERVICE AREAS

Business

- Employment + Labor
 - Class, Collective Action + Complex Employment Litigation
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations
- Automotive

Litigation + Trial

- Class + Collective Actions
- Employment + Labor
 - Class, Collective Action + Complex Employment Litigation
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations

Governments + Nonprofits

- Employment + Labor
 - Class, Collective Action + Complex Employment Litigation
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations

EDUCATION

- University of Michigan Law School, J.D.
- Wesleyan University, B.A.



Principal; Managing Director

Detroit

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A proven problem-solver with a knack for taking on the toughest challenges, Megan Norris, leader of the firm's Employment + Labor Law practice group, can handle any issue related to employment. She counsels her clients on all conceivable day-to-day employment matters, ranging from helping to determine appropriate discipline to advising them on conducting sexual harassment investigations to developing plans of action for handling difficult employees. In the courtroom, Megan defends her clients against a wide range of employment-related claims, including discrimination, harassment, tort claims such as intentional infliction of emotional distress and defamation. As a nationally recognized expert on the Americans With Disabilities Act (ADA) (for which Megan also handles non-employment matters such as cases involving student disabilities) and the Family and Medical Leave Act (FMLA), Megan also does a great deal of training on those laws as well as such areas as discipline and discharge and sexual harassment.

"I view my job as understanding what my clients want to accomplish, educating them about the legal ramifications, and then helping them figure out the best way to achieve desired goals."

Megan Norris

When a client calls with a difficult situation, such as how to handle a problem employee, Megan focuses on devising a solution that avoids litigation. For her clients, it is an enormous relief when issues that seemed intractable and overwhelming can be resolved out of court. When litigation is the only option, Megan sees the key to success as getting a full understanding of the client's business and motivations so that she can help a jury understand the thoughtful and well-intentioned people whose actions are being challenged.

BAR ADMISSIONS

- Michigan

EXPERIENCE

A client wanted to terminate a high-level executive without litigation. With her extensive background in such matters, Megan helped the client articulate the issues at hand and understand the executive's motivation. She then helped the client devise a process that made it possible for the executive to gracefully accept the termination.

In a case that went to court, Megan successfully defended a client in a difficult sexual harassment trial by helping the jury understand that her client reacted to the plaintiff's behavior in the same way a juror might -- not as nameless, faceless, cold-hearted corporation but as a human being.

PROFESSIONAL ACTIVITIES

- Litigation Counsel of America, Fellow
- American Bar Association, Litigation and Labor and Employment Sections
- State Bar of Michigan, Labor and Employment Law Section Council, 2008-present
- Detroit Metropolitan Bar Association, President, April 2002-May 2003; Board of Directors, June 1993-May 1995, June 1996-May 2003; Secretary-Treasurer, 2000-2002
- Detroit Barristers' Association, President, June 1994-May 1995; Board of Directors, March 1989-May 1995; President-elect, June 1994-May 1994; Secretary, June 1992-May 1993
- National Employment Law Institute, Advisory Board, 2008-present
- Institute of Continuing Legal Education, Labor Advisory Board
- City of Detroit, Michigan, Detroit Police Commission, 2001-2005 (Appointed by Mayor Dennis Archer); Chair, July 2003-2004

HONORS + AWARDS

- Best Lawyers in America, Labor and Employment Law 2003-2011; Employment Law-Management and Litigation-Labor and Employment 2012
- Chambers USA: America's Leading Lawyers for Business, Labor & Employment, 2004-present

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- Who's Who Legal (International Who's Who of Business Lawyers), 2006
- Lawdragon 500, New Stars, New Worlds, Summer 2006
- Michigan Super Lawyers, Top 50 Women Michigan Lawyers, 2006-present; Employment & Labor, 2006-present, Top 100 in Michigan 2011
- DBusiness Magazine, Top Lawyers, Labor and Employment 2011
- Michigan Lawyers Weekly, 2011 Leader in the Law

CIVIC, CULTURAL + SOCIAL ACTIVITIES

- Wesleyan University, Member of the Board of Trustees, July 2001-July 2004, July 2005-present
- Whitaker School of Theology, Board of Directors, February 1991-1994; President, January 1992-February 1994; Vice-president, January 1992-February 1993
- Deaf, Hearing, and Speech Center, Board of Trustees, May 1991-January 1998; President, January 1996-January 1998; Vice-president, January 1992-December 1995; Providing ongoing pro bono legal services
- Wayne State University Episcopal Chaplaincy, Board of Trustees, September 1992-1995; President, May 1993-1995; Providing ongoing pro bono legal services
- Episcopal Diocese of Michigan, Standing Committee, May 1995-April 1998, Assistant Secretary, 1997-present; Ecclesiastic Court, January 1994-November 1995; Providing ongoing pro bono legal services

PUBLICATIONS

"Family & Medical Leave and the Law," (Co-Author), Law Journal Press, 2012

"The Family and Medical Leave Act is Changing: Will you be ready?" Hot Points, Summer 2008

"Advising Closely Held Businesses in Michigan," author of Chapter 5 titled Employment Law, (ICLE, 2000)

"Disability Law" chapter (1998 supplement) and "Reasonable Accommodation under the ADA" chapter (2000 supplement), Employment Discrimination Law, published by Schlei and Grossman

"The Michigan Handicappers' Civil Rights Act and the American with Disabilities Act" chapter, MPELRA Labor Relations Manual, 1994 and 2004 editions

"The Americans With Disabilities Act," Cause, December 1992

"First Amendment Limitations on Employee Speech," Employee Relations Law Journal, Winter 1991-2

"When Can You Insult Opposing Counsel—The Judicial Proceedings Privilege," Michigan Lawyers Mutual Quarterly Newsletter, June 1990

"Rehnquist is not Nixon's Revenge on the Press," Laches, June 1988

SPEECHES

"Effective Use of Experts in ADA Litigation," Institute for Continuing Legal Education, 36th Annual Labor + Employment Law Institute, Ann Arbor, Michigan, April 15, 2011

"Advanced ADA and FMLA: ADA Compliance on your Campus," National Association of College and University Attorneys, New York, July 2008

"Recent Developments Under the FMLA," National Employment Law Institute, Washington D.C., May 2008

"Accommodating Mental Disabilities," Institute of Continuing Legal Education, Michigan, April 2008

"Trends and Developments under the ADA," National Retail Federation, Chicago, IL, October 2007

"Update Regarding the FMLA," National Employment Law Institute, May 2005, May 2006, August 2006

"Update Regarding the Americans With Disabilities Act and the FMLA," National Association of College and University Attorneys, June 2002

Litigation Skills Workshop Faculty, Institute of Continuing Legal Education, May 1998, May 2002, May 2005

"The Americans With Disabilities Act and the FMLA," (Moderator), Institute of Continuing Education, 1996, 1997, 1998, 1999, 2000, and 2004

"Untangling the ADA and FMLA," Stetson Conference, February 2000

"Workers' Compensation, the ADA, and the FMLA," Michigan College and University Professionals Association, May 1999

Deposition Skills Workshop Faculty, Institute of Continuing Legal Education, September 1998, May 2006

"Accommodation Issues under the ADA," Michigan Public Employers Association, May 1998

"Use of Expert Witnesses in Disability Cases," State Bar of Michigan, March 1998; American Bar Association, February 1998

"Approaching the Statutory Crossroads: Accommodations Issues under the ADA, the FMLA, and the Workers' Disability Compensation Act," Institute of Continuing Legal Education, January 1996

"The Americans With Disabilities Act: Where We Are and Where We Are Going," Institute of Continuing Legal Education, July 1995

"Gay, Lesbian, and Bisexual Employees: Discrimination Issues in the Workplace," Wayne State University, February 1995

"Difficult Accommodation Issues under the Americans With Disabilities Act," Institute of Continuing Legal Education, October 1994

"The Family and Medical Leave Act: A Look at the New Statute and Regulations," Employment Discrimination and Litigation Update, June 1994

"Updates on the Family and Medical Leave Act and the Fair Labor Standards Act," Michigan Personnel Directors' Conference, May 1994

"The Americans With Disabilities Act and the One-room Schoolhouse," Michigan Historical Society, May 1994

"The Americans With Disabilities Act: One Year Later," Michigan Association of Libraries, October 1993

"The Americans With Disabilities Act and Health Care," Tri-County Dental Professionals' Association, September 1993

"The Family and Medical Leave Act: Implications for County Government," Michigan Association of Counties, August 1993

"Can There Be Equal Justice for All?" Alumni College, Wesleyan University, June 1993

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"The Impact of the Americans With Disabilities Act," Michigan Association of Work Study Coordinators, April 1993

"The Americans With Disabilities Act," Physicians Management Group, February 1993 annual conference

"Employment Law Update," American Association of Affirmative Action Officers, December 1992

"Hiring, Terminating, and Disciplining Employees," Michigan Home Health Association, November 1992

"The Americans With Disabilities Act," Macomb/St. Clair School Business Officials, November 1992

"Title II of the Americans With Disabilities Act," Educational Administrative Computing Seminar, November 1992

"The Americans With Disabilities Act," Michigan Association of Educational Data Systems, October 1992

"The Americans With Disabilities Act and Patient Care," Michigan Home Health Association, July 1992

"Handling a Workers' Disability Compensation Lawsuit in Michigan," Federal Bar Association New Lawyers Seminar, December 1991, June 1992, and December 1992

"The Americans With Disabilities Act," Lenawee Training and Education Consortium, June 1992

"An Overview of the Americans With Disabilities Act and the Michigan Handicappers' Civil Rights Act;" and "Defamation and Privacy Issues," Washtenaw Community College Labor and Employment Law Conference, April 1991

"Defamation in the Public Relations Context," Greater Detroit Public Relations Counselors' Public Relations and the Law Seminar, March 1991

SEMINARS + EVENTS

- 2012 HR Spring Training Seminar
- 2011 HR Spring Training Seminar
- Investepreneur Roundtable: What is a Second-Stage Company?
- 2010 Annual Employment Law Seminar
- Annual Labor and Employment Law Seminar

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- Employment Law 2009 - Kalamazoo
- New FMLA Regulations Seminar: Saginaw
- New FMLA Regulations Seminar: Detroit
- New FMLA Regulations Seminar: Grand Rapids
- New FMLA Regulations Seminar: Ann Arbor
- New FMLA Regulations Seminar: Lansing
- New FMLA Regulations Seminar: Troy

ARTICLES

- Time to Clean Out Your Closet
- Employers Take Note: FMLA Changes + Clarifications
- Recent Amendments to the ADA
- Employers Take Note: Changes, Clarifications Issued for the Family Medical Leave Act
- Recent Changes to the FMLA Amendments

NEWSLETTERS

- Hot Points Special Edition Labor + Employment
- Hot Points Special Edition Labor + Employment

NEWS

- Miller Canfield Lawyer Megan Norris Co-Authors Book on Family Medical Leave Act
- Miller Canfield Top Women Lawyers and Thomas W. Cranmer Top Point Getter in 2011 "Super Lawyers"
- Miller Canfield Elects Managing Directors

ALERTS

- Proposed Revisions to FMLA Regulations Issued
 - U.S. Supreme Court Clarifies First Amendment "Ministerial Exception"
 - Employers May Face Stiff Penalties for Noncompliance with Reporting Requirements of Section 111 of the Medicare & Medicaid SCHIP Extension Act of 2007
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