

Michael A. Alaimo

SERVICE AREAS

Business

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

Litigation + Trial

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

Governments + Nonprofits

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



Principal

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Michael A. Alaimo has been counseling clients on wage and hour matters for more than 15 years. During that time he has defended numerous clients in court and before the U.S. Department of Labor on FLSA claims. Michael's practice also involves counseling and defending employers against discrimination and retaliation claims. In addition, he represents a variety of companies in pension and welfare benefit litigation, including denial of benefits claims, retiree health benefits and ERISA discrimination claims.

EXPERIENCE

Alaimo was formerly a trial attorney with the Solicitor of Labor's Office in the U.S. Department of Labor. He litigated numerous FLSA overtime cases against employers, including collective actions. Since leaving the Department of Labor, he has represented large and small companies in wage and hour investigations and private FLSA litigation. These lawsuits include both individual and collective actions. He continues to lecture frequently on wage and hour matters.

REPRESENTATIVE MATTERS

- U.S. Retailer Age Discrimination
Defended a major retailer in a class action involving sales associates alleging age discrimination arising out of a nationwide reorganization. The Eastern District of Michigan Judge dismissed the lawsuit, avoiding potential damages claims exceeding \$16 million.

EDUCATION

- Georgetown University Law Center, J.D.
- University of Michigan, B.A.

BAR ADMISSIONS

- Michigan

PROFESSIONAL ACTIVITIES

- American Bar Association, Member, Employee Benefits Committee; Former member, Commission on Physical and Mental Disability Law
- State Bar of Michigan
- Detroit Metropolitan Bar Association

CIVIC, CULTURAL + SOCIAL ACTIVITIES

- Troy Zoning Board of Appeals, Former Member and Chairperson

TEACHING EXPERIENCE

- National Judicial College, Teaching staff

PUBLICATIONS

"Retiree Health Benefits = Portending Bust?" Hot Points, Spring 2006

"Retiree Health Benefits - An Ongoing Problem," Original Equipment Suppliers Association (OESA), January 2006

"BFOQ: Exception Becoming the Rule," 1977 Article, 26 Cleveland State Law Journal 7

Employment articles for Personnel Law Update, published monthly by Council on Education in Management

SPEECHES

"The New Fair Labor Standards Act Regulations: What You Need to Know," Presentation to the Michigan Association of Staffing Services, October 5, 2004; and to the Medical Office Managers' Association, October 13, 2004

"The Fundamentals of the Fair Labor Standards Act: What Every Practitioner Needs to Know," presentation to the American Bar Association, October 8, 2004

Frequent lecturer on subjects relating to labor and employment law and related litigation for various organizations, such as Michigan Hospital Association, Health Care Personnel Administrators' Association of Southeastern Michigan

SEMINARS + EVENTS

- 2012 HR Spring Training Seminar
- 2011 HR Spring Training Seminar
- 2010 Annual Employment Law Seminar
- COBRA, HIPAA and ARRA – A Roadmap for Health Plan Acronyms

ALERTS

- Sixth Circuit Clarifies Standards in ERISA Stock Drop Case
- Seventh Circuit Rules That Software Account Manager Is An Exempt Employee Not Entitled To Overtime