

Michelle P. Crockett

SERVICE AREAS

Business

- Employment + Labor
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations
 - Labor Relations
 - Public Entities and Governmental Contracting, Compliance + Reporting

Litigation + Trial

- Employment + Labor
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations
 - Labor Relations
 - Public Entities and Governmental Contracting, Compliance + Reporting

Governments + Nonprofits

- Sustainable Government Initiative
- Employment + Labor
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations
 - Labor Relations
 - Public Entities and Governmental Contracting, Compliance + Reporting



Principal

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Michelle P. Crockett specializes in defending Fortune 500 companies and public-sector clients against a variety of employment-related claims. She is a skilled litigator, but she also believes in pursuing preventive measures to avoid lawsuits. In her role as a traditional labor attorney, Michelle provides similar counsel to public-sector clients, handling grievances and arbitrations as necessary. In addition, she serves as chief negotiator and/or as a member of negotiating teams in the collective bargaining arena and gives advice and counsel on all matters related to the application of the anti-affirmative action amendment (formerly known as Proposition 2) adopted by Michigan voters in 2007. Michelle also assists government contractors and subcontractors with enforcing and implementing Executive Order 11246. To that end, she drafts affirmative action plans, assists with implementing and/or revising existing affirmative action plans, and provides guidance and counsel with OFCCP audits and/or conciliation agreements.

"When it pertains to matters of labor and employment every corporation's motto and/or mantra should be: Proactive measures prevent the need for reaction to the unknown."

Michelle P. Crockett

EXPERIENCE

Michelle has an extensive background in litigation matters involving all types of discriminatory claims. These cases frequently involve an employee or a number of employees alleging discrimination not only by the company, but also by specific individuals. As a result, the reputations of the company as well as people within the company -- often high-level executives -- are at stake. In these emotionally charged cases, Michelle believes it is important to understand all the dynamics at play. She has discovered that employees sometimes file

Michelle P. Crockett

- School Law Advice

EDUCATION

- Wayne State University Law School, J.D.
- North Carolina State University, B.A.

BAR ADMISSIONS

- Michigan

COURT ADMISSIONS

- U.S. District Court
- Eastern District of Michigan

lawsuits as a way to be heard or to prove a point. Thus, many lawsuits can either be prevented or resolved quickly if these employees are simply given an opportunity to vent their concerns. Michelle tends to approach all of her cases with this basic understanding of human nature, achieving great results for her clients.

"Fairness, understanding and providing excellent service in a cost-efficient manner is the best way I can serve my clients. My goal is resolution in the most cost-efficient manner for my client."

PROFESSIONAL ACTIVITIES

- American Bar Association (2000)
- State Bar of Michigan (2000)
- Oakland County Bar Association (2000)
- Leadership Oakland XVI, Class of 2006

HONORS + AWARDS

- Wayne State University, Associate Editor, Journal of Law in Society
- Michigan Super Lawyers, Rising Star 2008

SPEECHES

"HR Department of One - Pump Up Your Skills," Panelist for HRAGD, September 2008

"How is Diversity Affected by a Downsizing Auto Industry? (Inclusive of Proposal 2)," Automotive Women's Alliance (AWA), The Townsend Hotel, March 13, 2007

"The Aftermath of the Affirmative Action Decision in Michigan," Miller Canfield Update, Detroit - November 2006, Grand Rapids - December 2006

SEMINARS + EVENTS

- 2012 HR Spring Training Seminar
- 2010 Annual Employment Law Seminar
- Annual Labor and Employment Law Seminar

NEWS

- VIDEO: Sustainable Government - A New Era of Cooperation
- Miller Canfield's Michelle Crockett and Maya Watson Receive Detroit Metropolitan Bar Association Awards
- Michelle Crockett Leads Miller Canfield's Women's Legal and Business Network

ALERTS

- Bullying In The Workplace
 - Sixth Circuit Confirms That Workplace Harassment Based on Sexual Orientation Is Not Unlawful Even When Conduct Amounts to Bullying
 - Michigan School Districts Must Adopt Anti-Bullying Policy
 - Affirmative Action Has Been Resuscitated in Michigan
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