

## Scott R. Eldridge

### SERVICE AREAS

#### Business

- Employment + Labor
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations

#### Litigation + Trial

- Employment + Labor
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations

#### Governments + Nonprofits

- Employment + Labor
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations

### EDUCATION

- Wake Forest University School of Law, J.D.
- Alma College, B.A.

### BAR ADMISSIONS

- District of Columbia
- Michigan

### COURT ADMISSIONS

#### U.S. Court of Appeals

- Sixth Circuit

#### U.S. District Courts

- Eastern District of Michigan
- Western District of Michigan
- Northern District of Illinois



### Associate

#### Lansing

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Scott's concentration is in employment litigation defense and compliance matters involving discrimination, harassment, and whistleblower claims, the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), the Americans With Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Uniformed Services Employment and Re-Employment Rights Act (USERRA), the Genetic Information Non-Discrimination Act (GINA), and the Employee Retirement Income Security Act (ERISA). He represents universities/colleges, municipalities, non-profit organizations, government contractors, and commercial enterprises in federal and state court, as well as before federal and state administrative agencies. Scott also has significant general litigation experience involving state and federal election law and state and federal debt collection law.

*"I use my unique background as an attorney for the U.S. Department of Labor to give clients in the private and public sectors every possible advantage during both litigation and compliance matters."*

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Prior to joining Miller Canfield, Scott served as an attorney-advisor for the Office of Administrative Law Judges in the U.S. Department of Labor (2003-2006).

### REPRESENTATIVE MATTERS

- Automotive Company Age Discrimination Defense  
Successfully obtained dismissal (by motion) of age discrimination case on behalf of Fortune 500 auto manufacturer.
- County Clerk Election Law Defense

## Scott R. Eldridge

Successfully defended a county clerk's decision to place a candidate for the State House of Representatives on the general election ballot. The plaintiff, a candidate for the State House, challenged another candidate's residency and sued the county clerk to have him removed from the ballot. The court dismissed the plaintiff's challenge after motions and lengthy oral argument, thus approving the county clerk's ballot.

- **Debt Collection Company Defense**  
Successfully defended one of the nation's leading debt collection companies in a case filed by a debtor-plaintiff. The court granted summary judgment on the merits and, in the alternative, dismissed the case as a sanction based on the debtor-plaintiff having manufactured evidence.
- **District Court Judge Election Law Defense**  
Successfully defended a Michigan Judge's right to retain her "incumbent" status on the primary election ballot.
- **Hospital FMLA Defense**  
Obtained summary judgment from federal district court on behalf of a local hospital in an FMLA lawsuit filed by a nurse. The court concluded that the plaintiff was not entitled to the rights to which she laid claim. The matter is pending before the U.S. Court of Appeals for the Sixth Circuit.
- **Insurance Company Harassment Claim**  
In one of the first cases in Michigan addressing the preservation of electronic evidence, successfully moved to dismiss a former employee's same-gender harassment claim against a Michigan insurance company based on his deletion of mass amounts of electronic files from his personal computer during discovery. On appeal, the Court of Appeals affirmed the lower court's dismissal.
- **Museum Multi-plaintiff ERISA Defense**  
Successfully defended a multi-plaintiff claim of interference and retaliation under ERISA filed by former employees against a large Chicago-based museum. After numerous depositions and significant discovery, the court granted summary judgment in favor of the museum, dismissing the case with prejudice.
- **Police Department Harassment Defense**  
Successfully obtained summary judgment in federal court on behalf of a municipal police department accused of sexual harassment. The U.S. Court of Appeals for the Sixth Circuit

## Scott R. Eldridge

affirmed summary judgment in favor of the police department on appeal.

### PROFESSIONAL ACTIVITIES

- American Bar Association
- State Bar of Michigan, Labor & Employment Law Section
- Ingham County Bar Association
- Human Resources Management Association of Mid-Michigan, Legislative Committee Chair
- Michigan State Chamber of Commerce, Health Policy and Human Resources Committee

### HONORS + AWARDS

- Michigan Super Lawyers, Employment Litigation Defense, Rising Star 2008, 2011
- Lansing Community Newspapers, 2011 People's Choice Awards, Favorite Lawyer

### CIVIC, CULTURAL + SOCIAL ACTIVITIES

- Highfields, Inc., Board Member, Chair

### SPEECHES

"New Laws and Pending Legislation Affecting HR Professionals," Human Resources Management Association of Mid-Michigan Annual Employment Law Seminar, 2010

"Primer on FMLA Compliance," Michigan Manufacturers Association, 2010

"FMLA Compliance," Genesee Area Human Resources Association, 2009

"Managing HR in Tough Economic Times, Human Resources Management Association of Mid-Michigan Annual Employment Law Seminar, 2009

"Personnel Files and Document Retention Policies, Genesee Area Human Resources Association, 2008

"Proposed FMLA Regulations," Human Resources Management Association of Mid-Michigan Annual Employment Law Seminar, 2008

## SEMINARS + EVENTS

- 2012 HR Spring Training Seminar
- Hottest Topics in Labor/Employment Law: Are Your Workplace Policies Keeping Up?
- 2011 HR Spring Training Seminar
- HRMAMM Legal Seminar
- Employers Take Note: FMLA and ADA Changes + Clarifications
- 2010 Annual Employment Law Seminar
- HRMAMM Educational Seminar
- Annual Labor and Employment Law Seminar
- HRMAMM Employment Law Seminar

## NEWS

- Miller Canfield Lawyer Scott Eldridge Chosen as "Favorite Lawyer" in Lansing City Community News' People's Choice Awards
- Miller Canfield Offers Labor & Employment Law Expertise for Human Resource Management Association of Mid-Michigan Seminar

## ALERTS

- Does Your Company's Wellness Program Violate GINA?
  - Proposed Revisions to FMLA Regulations Issued
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