

Leonard D. Givens

SERVICE AREAS

Business

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

Litigation + Trial

- Employment + Labor
 - Employment Benefits + Tax Issues
 - 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 Benefits + Tax Issues
 - Employment Litigation + Dispute Resolution



Of Counsel

Detroit

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Leonard D. Givens brings extensive experience in all facets of labor and employment law to both the courtroom, the hearing room and the bargaining table. During a long and distinguished legal career, he has represented companies before the National Labor Relations Board, negotiated over 200 collective bargaining agreements and handled countless matters related to federal and state anti-discrimination laws. In addition, Leonard advises his clients on such critical issues as avoiding violating the National Labor Relations Act, working effectively and fairly with labor during a merger or acquisition, and complying with the Family and Medical Leave Act and the Americans with Disabilities Act.

"I listen to what clients want to achieve, and then advise them as to how they can legally accomplish their goals."

Leonard D. Givens

Leonard is also an expert on issues pertaining to the Fair Labor Standards Act and ERISA, retiree issues, and has acted as an arbitrator in both employment and labor contract cases. He also represents K-12 school districts, community colleges and universities in all employer/employee matters as well as issues pertaining to student governance.

PROFESSIONAL ACTIVITIES

- American Bar Association, Labor Section
- State Bar of Michigan, Labor Section Council Member
- Michigan State Bar Foundation, Fellow
- National Bar Association
- Detroit Metropolitan Bar Association, President, 2000-01; President-elect, 1999-00

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EDUCATION

- Howard University School of Law, J.D.
- Mansfield State College, B.S.

BAR ADMISSIONS

- Michigan

- Oakland County Bar Association
- Wolverine Bar Association
- National Employment Labor Council, Board Member
- American Labor and Employment Council
- Michigan Biotechnology Institute, Board Member
- Judicial Screening Committee, Oakland County
- College of Labor and Employment Lawyers, Fellow, Inducted August 2003

HONORS + AWARDS

- State Bar of Michigan, Labor and Employment Section, 2010 Distinguished Service Award
- The Nation's Most Powerful Employment Attorneys - Top 10 for Labor Law, Human Resource Executive, May 2009
- Best Lawyers in America, Labor and Employment Law 2003-2011; Employment Law-Management and Labor Law-Management 2012; 2012 Detroit Labor Law-Management Lawyer of the Year
- Chambers USA: America's Leading Lawyers for Business, Employment and Labor 2003/04-present
- Michigan Super Lawyers, Labor and Employment 2006-present
- Corp! Magazine, one of Southeastern Michigan's 10 Best Lawyers, 1999
- Crain's Detroit Business, one of Metro Detroit's Most Influential Black Business Leaders, 1998
- DBusiness Magazine, Top Lawyers, Labor and Employment 2011

CIVIC, CULTURAL + SOCIAL ACTIVITIES

- Metropolitan Affairs Coalition, Board Member; Vice-chair
- Homes for Black Children, Board Member
- The Nature Conservancy of Michigan, Board Member
- Detroit Regional Chamber, Former Board Member

SPEECHES

Union Organizing
Sexual Harassment
Investigating Discrimination Charges
Preparing for Arbitration

Leonard D. Givens

Negotiating Collective Bargaining Agreements
Guest Lectures at U of M negotiations (3 years)
Dealing with Media in High Profile Litigation
Employment at Will
Update on Labor and Employment Law
OFCCP – Preparing for Audits
Guest Lecturer at Oakland University
Tenure Act K-12
Disciplining Procedure K-12
Open Meetings Act
Student Privacy
Pro's and Con's of Interest Arbitration
Labor and Employment Law Post-Present-Future
Acquisition and Mergers – Labor and employment matters

ARTICLES

- Local Government + School District Fiscal Accountability Act

NEWSLETTERS

- Hot Points Special Edition Employment + Labor

NEWS

- 11 Miller Canfield Lawyers named "Best Lawyers of the Year"
- Diversity Director Len Givens Featured in the Legal News
- Miller Canfield Lawyer Leonard D. Givens Appointed Diversity Director
- Miller Canfield Lawyer Len Givens Named One of the Top 10 Labor & Employment Lawyers in USA

ALERTS

- NLRB Proposes Rules To Expedite And Streamline Representation Elections
- Legislature Halts Automatic Wage Increases After the Expiration of CBA