

## Christopher M. Trebilcock

### SERVICE AREAS

#### Business

- Employment + Labor
  - Class, Collective Action + Complex Employment Litigation
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations
  - Labor Relations
  - Public Entities and Governmental Contracting, Compliance + Reporting
- Entertainment, Sports + Multimedia
- Nonprofit + Charitable Organizations
- Climate Law
- China

#### Litigation + Trial

- Class + Collective Actions
- Election Litigation
- Employment + Labor
  - Class, Collective Action + Complex Employment Litigation
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations
  - Labor Relations
  - Public Entities and Governmental Contracting, Compliance + Reporting



### Principal

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#### Ann Arbor

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Christopher M. Trebilcock litigates labor and employment disputes in federal and state courts and in administrative agencies across the country. His appellate experience includes oral arguments before the U.S. Sixth Circuit Court of Appeals and the Michigan Court of Appeals. He also manages arbitrations and administrative proceedings; conducts collective bargaining negotiations; and advises clients on all types of labor and employment issues.

Chris also is deputy leader of the Employment + Labor Group.

*"I give my clients practical advice. I'm not doing my job unless the client understands how the legal risks and benefits impact their business decisions."*

Christopher M. Trebilcock

### EXPERIENCE

Chris has expertise in wage and hour issues under the FLSA and in advising employers on reductions in force. Chris previously worked in the U.S. Department of Labor, National Office, and has assisted employers in proactive internal FLSA reviews to avoid litigation. He represents employers in overtime lawsuits, including collective actions, and Wage & Hour investigations.

His work with school districts and universities includes providing guidance on responding to Freedom of Information Act requests, compliance with the Open Meetings Act, student disciplinary matters and employee discipline and discharge. He has also provided extensive advice to public entities seeking to enter into intergovernmental cooperation agreements.

### Governments + Nonprofits

- Sustainable Government Initiative
- Employment + Labor
  - Class, Collective Action + Complex Employment Litigation
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations
  - Labor Relations
  - Public Entities and Governmental Contracting, Compliance + Reporting
- Nonprofit + Charitable Organizations
- Climate Law
- School Law Advice
- Intergovernmental Cooperation Agreements

### Individuals + Families

- Nonprofit + Charitable Organizations

### Global Reach

- China

### EDUCATION

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

### BAR ADMISSIONS

- Michigan

### COURT ADMISSIONS

#### U.S. Court of Appeals

- Sixth Circuit

Chris also has significant general litigation experience involving state and federal election law. He routinely advises candidates, elected officials, political action committees, and ballot question committees on all matters involving campaign finance, ballot access, recount and other election law issues. In the past, Chris has organized state-wide Election Day voter access response teams and state-wide recount teams for state and federal candidates.

### REPRESENTATIVE MATTERS

- Utility Entity Employment Litigation  
Successfully obtained summary judgment and affirmation on appeal to the Sixth Circuit that employee's termination did not violate due process under U.S. or Michigan Constitution.
- Public School Employment Litigation  
Obtained confirmation before Michigan Court of Appeals that Superintendent's discharge did not violate public policy or constitute a breach of contract.
- Automotive Supplier Employment Litigation  
Successfully obtained dismissal (by motion) of age discrimination and breach of contract case on behalf of Fortune 500 auto manufacturer.
- Pharmaceutical Company Employment Litigation  
Successfully obtained dismissal (by motion) of sex discrimination and harassment case on behalf of one of the world's largest pharmaceutical supply services company.
- Restaurant Wage + Hour Litigation  
Successfully resolved FLSA class action for regional restaurant chain.
- City Clerk Election Law Defense  
Obtained denial of three recall petitions filed against City Clerk for large municipality.
- Mayor Election Law Defense  
Obtained denial of recall petition filed against Mayor of large municipality.
- Public School Arbitration  
Obtained arbitration decision upholding termination of school bus driver after bus driver engaged in misconduct.

### U.S. District Courts

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

- **Media Outlet Defamation**  
Obtained summary dismissal of lawsuit seeking damages for defamation after individual was identified in newspaper as suspect in recent credit card fraud incidents at local gas stations.
- **Mayor Election Law Defense**  
Successfully defended charges of submitting a false affidavit of candidacy filed against Mayoral Candidate for large municipality and defended numerous lawsuits filed to deny candidate access to the ballot.
- **State Representative Recount**  
Successfully represented State Representative Candidate during recount process where candidate won election by less than 80 votes.

### REPORTED + PUBLISHED DECISIONS

Moss v Bierl, 134 Fed. App. 806 (6th Cir. 2005) (unpublished) (affirming summary judgment of employee's claim that his termination violated his right to due process)

Mitchell v Highland Park Bd. of Ed., 2005 WL 857383 (Mich. App. 2005)(unpublished)(affirming trial court's decision dismissing former superintendent's public policy discharge tort and breach of contract claims)

Reynolds v Lear Corp., 2005 WL 1684127 (E.D. Mich. 2005)(unpublished)(granting motion to dismiss employee's age discrimination and breach of contract claims)

### PROFESSIONAL ACTIVITIES

- American Bar Association, Labor and Employment Law Section
- State Bar of Michigan, Labor and Employment Law Section
- Oakland County Bar Association, New Lawyers' Council, Board of Directors, 2004-2008
- Federal Bar Association for the Eastern District of Michigan
- National School Board Association, Council of School Attorneys
- Michigan Council of School Attorneys

## HONORS + AWARDS

- Wake Forest University School of Law, Moot Court Board; Tulane Sports Law National Moot Court Team; Treasurer, Student Bar Association; President, Sports and Entertainment Law Association; Editor-in-Chief, WFU "Hearsay"
- Alma College, cum laude
- Michigan Super Lawyers, Employment + Labor, Rising Star, 2008, 2009, 2011

## CIVIC, CULTURAL + SOCIAL ACTIVITIES

- Detroit Institute of Arts, Founders Junior Council, President 2011, Board of Directors, 2006-present
- Michigan Great Lakes Wind Council, appointed by Governor Granholm 2009
- Michigan's Children, Board of Directors, 2009-present
- The Church of the Messiah Housing Corporation, Detroit, Board of Directors, 2005-2008
- Planned Parenthood of Mid and South Michigan, Board of Directors, 2007-present
- Michigan Political Leadership Program, Michigan State University, Fellow, 2004
- Leadership Oakland XVI, 2005-2006 Cornerstone Program
- Downtown Detroit Rotary, Board of Directors, 2006-2008; Speaker Program Chair, 2004-2005
- Justice Michael F. Cavanagh, Michigan Supreme Court; Campaign Manager, December 2005-November 2006
- Senator John Kerry, Democratic Presidential Candidate; Michigan Campaign Press Secretary, December 2003-February 2004

## PUBLICATIONS

"Working Capital," (Interview) Detroit Legal News, October 28, 2011

"FLSA Amendments Provide Clarity But Stop Short of Changes," State Bar of Michigan, Labor and Employment Law Section, Lawnotes (Summer 2011)

"Wage-and-hour claims could stunt economic recovery for some companies," Michigan Lawyers Weekly, March 28, 2011

"How Independent Are Your Contractors," Michigan Council of School Attorneys, Council News, Spring 2011

"Careful with wellness plans: HIPAA might just getcha," Michigan Lawyers Weekly, April 26, 2010

"Employment Law Handbook," Chapter Editor, Michigan Chamber of Commerce

"Tread Carefully: Mass Layoff Landmines Ahead," Asian Pacific American Chamber of Commerce E-Newsletter, June 2009

"Legal Barriers to Intergovernmental Cooperation Agreements in Michigan," co-author, Intergovernmental Cooperation Conference, Michigan State University Land Policy Institute, May 17-18, 2007

"Employment Discrimination Litigation: Entertainment for Some, Sport for Others," co-author, ABA Sports & Entertainment Law Mid-Winter Meeting, April 2006

"Important Michigan Supreme Court Ruling Confirms 3-Year Limit on Discrimination Claims," Hot Points, Fall 2005

"Continuing Violations Doctrine Extinguished in Michigan," Midwest In-House, July 2005

"The Largest Pension Bailout in U.S. History Leads to Contract Concessions," State Bar of Michigan, Labor and Employment Lawnotes, Summer 2005

"Tired of Waiting? Practical Advice for Employers Anticipating Changes to the FLSA," Midwest In-House Counsel, October 2003

"The Developing Labor Law," Contributing Editor, 2009 and 2010 Supplements

### **SPEECHES**

"Fair Labor Standards Act: A Local Look for Local Officials," Michigan Library Association Financial Fitness for Libraries, Novi, MI, April 29, 2011

"Navigating the Trickiest Issues Under the Fair Labor Standards Act," Institute for Continuing Legal Education, 36th Annual Labor & Employment Law Institute, Plymouth, Michigan, April 15, 2011

## Christopher M. Trebilcock

"Muslim, Arab, and Middle Eastern Discrimination in the Post-9/11 Era," American Bar Association, Live Webinar and Teleconference, February 2, 2011

"Effective Strategies for Labor and Employment Relations," Michigan Leadership Institute, Grand Rapids, MI, October 14, 2010

"Employee Relation Strategies You Can't Learn From Watching 'The Office,'" MSBO Conference, Detroit, Michigan, April 30, 2009

"Legal Barriers to Intergovernmental Cooperation Agreements in Michigan," Michigan State University, Land Policy Institute, Intergovernmental Cooperation Conference, 2007; Michigan Municipal League, 2007; Michigan Association of Township Supervisors, 2007

"The New "White-Collar" FLSA Regulations: A Lesson Plan for School Districts." Oakland County School Business Officials, November 17, 2004

"Arbitration Agreements: The Good, The Bad, The Ugly," Baker College, March 5, 2004

"Tired of Waiting? Practical Advice for Employers Anticipating Changes to the FLSA," Troy Chamber of Commerce, Employment Law Roundtable, February 10, 2004

### SEMINARS + EVENTS

- 2011 HR Spring Training Seminar
- Update on China-U.S. Business Issues
- How Independent Are Your Contractors?
- Seven Months Later: Employer Update on U.S. Health Care Reform
- Cappuccino with Counsel: Strikes and Strife in China
- 2010 Annual Employment Law Seminar
- Labour and Employment Law Hot Topics
- Annual Labor and Employment Law Seminar

### ARTICLES

- Global Automotive Newsletter
- How Independent Are Your Contractors?

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- Employers Beware - Third Party Retaliation Claims More Likely After Supreme Court Decision
- HIPAA Just Might Getcha!
- Don't Let the Bright Lights Blind You
- Tread Carefully: Mass Layoff Landmines Ahead

### NEWSLETTERS

- Hot Points Summer 2011
- Hot Points Special Edition Labor + Employment
- Hot Points Special Edition Film + Entertainment
- Hot Points Special Edition Labor + Employment

### NEWS

- Miller Canfield Lawyer Christopher Trebilcock Elected President of DIA's Founders Junior Council
- Miller Canfield Lawyer Christopher Trebilcock Appointed to Great Lakes Wind Council
- Miller Canfield Elects New Principals

### ALERTS

- Michigan Modifies Restrictions on Youth Employment
  - Department of Labor Continues To Crack Down On The Misclassification Of Workers While The IRS Creates An Incentive To Help Employers Reclassify Workers
  - K-12 Reform -- Governor Snyder Signs Historic Overhaul of Teacher Tenure, Evaluation, and Collective Bargaining
  - Seventh Circuit Rules That Software Account Manager Is An Exempt Employee Not Entitled To Overtime
  - Sixth Circuit Clarifies Test for Determining When Students/Trainees are Employees
  - FLSA Protects Employees Who File Oral Complaints
  - New Local Fiscal Accountability Bills Approved
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