

### 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
- China

#### 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

- Sustainable Government Initiative
- Employment + Labor
  - Class, Collective Action + Complex Employment Litigation
  - Employment Benefits + Tax Issues
  - Employment Litigation + Dispute Resolution



### Principal

#### Detroit

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Richard W. Warren defends employers facing all types of wrongful discharge lawsuits, including discrimination, retaliation and harassment claims filed by employees. He also has a wealth of experience defending employers faced with complex and class action cases, including age discrimination, race discrimination and retiree health benefit claims. In order to help companies avoid employment lawsuits, Richard also spends a significant amount of time counseling management and human resource employees in areas such as hiring, layoffs, discipline and termination.

*"In his first inaugural address, President Woodrow Wilson declared, 'The first duty of law is to keep sound the society it serves.' This is also my philosophy."*

Richard W. Warren

### EXPERIENCE

Richard represented a company that had been sued by a former employee for age discrimination. The company terminated the employee when the employee admitted, during the course of his deposition, to engaging in serious misconduct while at work. As a result, a federal judge issued summary judgment in the company's favor and dismissed the employee's claims.

*"I believe this conduct proved to be a factor in the court's dismissal of the employee's claims."*

### 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

## Richard W. Warren

- Employment Practices Counseling: Preventive Employment Relations

### Global Reach

- China

### EDUCATION

- Michigan State University College of Law, J.D.
- Michigan State University, James Madison College, B.A.

### BAR ADMISSIONS

- Michigan

### COURT ADMISSIONS

#### U.S. District Courts

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

#### U.S. Court of Appeals

- Sixth Circuit
- Seventh Circuit

the lawsuit, avoiding potential damages claims exceeding \$16 million.

### REPORTED + PUBLISHED DECISIONS

Haase v IAV Automotive Engineering, Inc., Not Reported in N.W.2d, 2011 WL 6004073, Mich.App.,2011, December 01, 2011 (Approx. 4 pages)

Allen v Sears Roebuck and Co., \_ F.Supp.2d, \_\_, 2011 WL 1044484 (E.D. Mich. Mar. 10, 2011)

Dennis King v ITT Technical Institute, 2009 WL 3014945 (Mich. App. 2009)

The Boeing Company v Lori M. March, et al., 2009 WL 2949631 (N.D. Ill. 2009)

Robert W. Leannah, Charlotte L. Koehler, Michael E. Arrowood, Lawrence R. Lenhardt, and International Brotherhood of Electrical Workers Local Union 965 v Alliant Energy Corp. and Wisconsin Power and Light Company, 2009 WL 497128 (E.D. Wis. 2009)

Aaron K. Guyton, et al. v Detroit Public Schools, 2008 WL 2937788 (E.D. Mich. 2008)

The Boeing Company, et al. v Lori M. March, et al., 2008 WL 4450309 (N.D. Ill. 2008)

Aaron K. Guyton, et al. v Detroit Public Schools, 2008 WL 2064562 (E.D. Mich. 2008)

Garold Allen, et al. v Sears Roebuck and Co., et al., 2008 WL 544951 (E.D. Mich. 2008)

Robert Leonhardt, et al. v ArvinMeritor, Inc., et al. 581 F.Supp.2d 818; 44 EBC 2921

### PROFESSIONAL ACTIVITIES

- American Bar Association, Employment Rights and Responsibilities Committee; Class Action and Complex Litigation Subcommittee
- State Bar of Michigan
- Macomb County Bar Association, Young Lawyers' Section

## HONORS + AWARDS

- Michigan State University College of Law, magna cum laude; Articles Editor, Law Review, 2000-1; Recipient, Charles King Scholarship and Law Review Scholarship; Member, Phi Alpha Delta International Law Fraternity
- Michigan Super Lawyers, Employment + Labor, Rising Star 2009, 2010, 2011
- Best Lawyers in America, Employment Law-Management, 2012
- International Who's Who of Management Labour & Employment Lawyers 2010 (one of only 6 Michigan lawyers selected for inclusion)
- Who's Who Legal-The International Who's Who of Management Labour and Employment Lawyers, 2011

## CIVIC, CULTURAL + SOCIAL ACTIVITIES

- James Madison College at Michigan State University, Alumni Association Board of Directors, 2003-present
- Michigan State University National Alumni Association, Member, Young Alumni Committee, 2007-present

## PUBLICATIONS

"Employment at Will: A State-by-State Survey," (Co-Author), American Bar Association, Section of Labor and Employment Law, 2011

"Survey of Recent Cases under the Lilly Ledbetter Fair Pay Act," ABA Section of Labor & Employment Law Rights and Responsibilities Committee, San Juan, Puerto Rico, March 2011

"The Class Action Fairness Act of 2005 and Its Impact (Or Lack Thereof) on Michigan Employment Law Class Actions," Labor and Employment Lawnotes, Fall 2010

"Survey of Recent Class, Collective, and Hybrid Cases under the FLSA and Similar State Laws," published by the ABA Section of Labor & Employment Law, Employment Rights & Responsibilities Committee, 2010 Midwinter Meeting, Coronado, California, March 2010

"What Were You Thinking? Subjective Decisionmaking: How to Use and Defend Against Experts on Unconscious Bias in Employment Discrimination Cases," (Co-author), published by the ABA Section of Labor & Employment Law, Employment Rights & Responsibilities Committee, 2009 Midwinter Meeting, April 2008

"I Heard it Through the Grapevine: Evidentiary Challenges in Racially Hostile Work Environment Litigation," (Co-author Jerome R. Watson), *The Labor Lawyer*, 2004

"The Controversy over the Duration of an Employer's Obligation to Continue to Provide Health and Welfare Benefits to Retirees," ABA Equal Employment Opportunity Committee – Midwinter Meeting, March 2002

#### **SPEECHES**

"No Lollygagging with Lilly Ledbetter: A Look Back and Forward on Equal Pay Developments and Class Litigation Implications," (Co-presenter), ABA Complex Litigation Subcommittee, San Juan, Puerto Rico, March 2011

"Elimination of the Mandatory Retirement Age: Lessons from Across the Pond," Taylor Wessing, LLP, London, England, January 2011

"Retiree Health Benefits: How to Avoid Making a Lifetime Promise and What to Do if you Already Have," Society for Human Resource Management State Conference, October 1, 2009, Lansing, Michigan

"It's Not Your Grandparents' Discrimination Case: How Age Discrimination Class Actions Are Different," moderator, American Bar Association Section of Labor and Employment Law, Employment Rights and Responsibilities Committee, Key West, Florida, March 24, 2009

"Overview of U.S. Labor Unions: the Interaction between the NLRA, Unions and Employers," *US Employment Law: Practical Guidance from Leading US Employment Lawyers*, LexisNexis, London, England, November 2008

"Casting a Legal Eye at Current Employment Issues for Medium and Large Employers," Bathfitter, Inc. Annual Management Meeting, January 2008

## Richard W. Warren

"Avoiding Pitfalls and Potholes: Key Employment Law Issues Facing Small and Medium-Sized Employers," Auburn Hills Chamber of Commerce, October 17, 2007

"A Legal Look at Common Employment Issues: Avoiding Costly Mistakes when Dealing with Employees," Bathfitter, Inc. Annual Management Meeting, January 2007

"Principles of Pre-Employment Statements, the WARN Act and Severance Agreements, Automation Alley, December 2006

"Protecting Your Organization from Liability for Retaliation and Whistleblower Claims," Council on Education in Management, December 2006

"The Controversy Over Retiree Health Benefits," Miller Canfield Labor & Employment Law Seminar, October 2006

"Religious Discrimination and Accommodation in the Work Environment," Miller Canfield Labor & Employment Law Seminar, October 2005

"How to Avoid Class Action Lawsuits and What to Do If You Can't," Miller Canfield's Morning Update Series, February 2005

### SEMINARS + EVENTS

- Cappuccino with Counsel: Recent Developments in Class Action Law
- 2010 Annual Employment Law Seminar
- Michigan Council of the Society for Human Resource Management (MISHRM) State Conference
- U.S. Employment Law

### ARTICLES

- Global Automotive Newsletter
- Protecting Your Competitive Advantage

### NEWS

- Miller Canfield Lawyers Recognized in International Who's Who Guide for Labour and Employment Law
- Miller Canfield Elects New Principals



**ALERTS**

- [First Amendment Does Not Protect Public Employees Who Petition The Government Regarding Private Concerns](#)

