

Megan P. Norris

SERVICE AREAS

Business

- Employment + Labor
 - Class, Collective Action + Complex Employment Litigation
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations
- Automotive

Litigation + Trial

- Class + Collective Actions
- Employment + Labor
 - Class, Collective Action + Complex Employment Litigation
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations

Governments + Nonprofits

- Employment + Labor
 - Class, Collective Action + Complex Employment Litigation
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations

EDUCATION

- University of Michigan Law School, J.D.
- Wesleyan University, B.A.



Principal; Managing Director

Detroit

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Megan P. Norris represents employers in the automotive industry in all areas of labor and employment law. Her practice is concentrated in the areas of employment litigation defense and on issues such as attendance incentives which are compliant with the Family and Medical Leave Act; mandatory work station rotation policies which are compliant with the Americans With Disabilities Act; training on harassment and discrimination; the relationship between worker's compensation, the FMLA, and the ADA; pregnancy discrimination, and other employment-related matters. She is a nationally-recognized expert on the Americans with Disabilities Act, the Family and Medical Leave Act, sexual harassment, wrongful discharge, and discrimination.

EXPERIENCE

A client wanted to terminate a high-level executive without litigation. With her extensive background in such matters, Megan helped the client articulate the issues at hand and understand the executive's motivation. She then helped the client devise a process that made it possible for the executive to gracefully accept the termination.

In a case that went to court, Megan successfully defended a client in a difficult sexual harassment trial by helping the jury understand that her client reacted to the plaintiff's behavior in the same way a juror might -- not as nameless, faceless, cold-hearted corporation but as a human being.



BAR ADMISSIONS

- Michigan

