

# Rebecca C. Seguin-Skrabucha

Member

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**Rebecca Seguin-Skrabucha is a member of Bodman’s Workplace Law Practice Group. She concentrates her practice in advising employers, including municipal governments and businesses of all sizes, on compliance with state and federal employment and labor laws.**

Ms. Seguin-Skrabucha handles a wide variety of employment matters and helps employers establish best practices for all stages of employment, including hiring and onboarding, disciplinary actions and termination procedures, and leave administration. She also conducts workplace investigations and management training. She is currently the Vice-Chair of the Workplace Law Practice Group.

Ms. Seguin-Skrabucha has experience defending employers against employment claims before state and federal courts and before administrative agencies, including the Equal Employment Opportunity Commission and the Michigan Department of Civil Rights. She represents employers in disputes involving claims of discrimination, retaliation, harassment, and alleged violations of the FMLA, ADA, ADEA, and FLSA.

Ms. Seguin-Skrabucha is a frequent author and presenter on labor and employment law topics and an active participant in the State Bar of Michigan’s Labor and Employment Law Section.

Before joining Bodman, Ms. Seguin-Skrabucha practiced with a highly regarded boutique employment law firm in southeastern Michigan.

## practices & industries

Workplace Law

Municipal Law and Government Relations

## education

University of Michigan Law School, J.D.

University of Michigan, B.A.

## admissions

Michigan

At The University of Michigan Law School, Ms. Seguin-Skrabucha served as Co-Chair of the Student Funded Fellowships and associate editor of the *Michigan Journal of Gender and Law*.

**Click this icon to access Ms. Seguin-Skrabucha's articles on JDSupra:**

#### HONORS, AWARDS, AND RECOGNITION

- *The Best Lawyers: Ones to Watch in America 2021-2026*, Labor and Employment Law-Management
- *DBusiness Magazine "Top Lawyers" 2022-2026*, Labor and Employment Law
- *Michigan Rising Star 2023-2025*, Employment & Labor
- *Michigan Lawyers Weekly "Go-To Lawyer "* for Employment Law, 2026

#### PROFESSIONAL AFFILIATIONS

- American Bar Association
- Oakland County Bar Association
- State Bar of Michigan
  - Member, Labor and Employment Law Section

#### PUBLICATIONS

- "Federal Court Blocks DOL Salary Threshold Increase Nationwide" Bodman Workplace Law Update, November 2024
- Interviewed by *Law360*, "Mich. Ruling Ushers In Sweeping Paid Leave, Wage Changes" (August 1, 2024)
- "NLRB General Counsel Puts Employers on Notice That Electronic Monitoring May Violate the NLRA," Bodman Workplace Law Update, December 2022
- "Stay Temporarily Halts Expansion of Paid Sick Leave and Increase to Minimum Wage," Bodman Workplace Law Update, August 2022
- "Sixth Circuit Reinstates Failure-to-Accommodate Claim Because Employer Prematurely Halted the Interactive Process," Bodman Workplace Law Update, June 2022
- "OSHA Withdraws the Vaccinate-or-Test Emergency Temporary Standard," Bodman Workplace Law Update, January 2022

#### SPEAKING ENGAGEMENTS

- Co-Presenter, "Navigating the Complexities of FMLA Administration: A Practical Guide for Public Sector HR," Public Sector HR Association (PSHRA) Michigan Chapter (April 28, 2026)

- "The New Leave Management Alphabet Soup – ESTA, PWFA, FMLA, & ADA," OakMac SHRM 2026 HR Summit (March 26, 2026)
- "Managing the Tough Stuff: Discipline, Investigations, and Terminations," American Society of Employers, HR Conference (March 12, 2026)
- Co-Presenter, "Public Employment Law Update: FMLA, ADA and State-Level Changes," Public Sector HR Association (PRHSA) Michigan Chapter (November 19, 2025)
- Co-Presenter, "Benefits Breakfast Seminar," Kapnick Insurance Group Seminars (November 19, 2025)
- "PIP Tips: Strategies for Successful Employee Discipline," Michigan Society for Human Resource Management (MiSHRM) State Conference 2025 (October 16, 2025)
- "Employment Law Basics," University of Michigan Law School Community Enterprise Clinic (Fall 2024, Winter 2025, Fall 2025, and Winter 2026 terms)
- "Balancing Diversity Initiatives with Legal Risk," American Society of Employers (ASE) Employment Law Briefing (September 10-11, 2025)
- "Legal Update: Workplace Investigations," Oakland Macomb Society for Human Resources (July 30, 2025)
- "How to Survive (and Thrive) After an Internal Employee Complaint," Oakland Macomb Society for Human Resources' 2025 HR Summit (March 27, 2025)
- "Navigating the ESTA Amendment - What Employers Need to Know," BBSI - Detroit (March 5 2025)
- "Employment Law Update: What Employers Need to Know Today," Michigan Green Industry Association (March 1, 2023)

#### PRO BONO

- State Bar of Michigan 2024 A Lawyer Helps Pro Bono Honor Roll