

# Cameron D. Ritsema

Member

Grand Rapids

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**Based on his background in the U.S. Marine Corps and his experience practicing in top law firms, Cameron brings a powerful mix of leadership, tenacity, skill, and service when helping employers solve tough workplace problems.**

Cameron works directly with human resources, safety professionals, in-house counsel, and corporate officers when navigating the minefields of government investigations and when sued or receiving administrative charges.

Not only is Cameron highly prepared for battle, but he is also skilled in preventing and deescalating crises, working closely with his clients to help them build and sustain better workplaces and develop positive employee relations.

Cameron regularly represents employers in unfair labor practice proceedings, representation elections, and other related matters in front of the National Labor Relations Board. He lectures on a variety of employment law topics such as traditional labor law, ADA, FMLA, wage and hour, and sexual harassment.

Cameron frequently counsels employers on union relations and union avoidance, Title VII, Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Fair Labor Standards Act (FLSA) and other wage and hour laws, Family and Medical Leave Act (FMLA), the Fair Credit Reporting Act (FCRA), compliance with Occupational Safety and Health Administration (OSHA) and the Michigan Occupational Safety and Health Administration (MIOSHA).

## practices & industries

Workplace Law

## education

Indiana University Maurer School of Law, J.D.

Grand Valley State University, B.S., *cum laude*

## admissions

Indiana

Michigan

## court admissions

U.S. District Ct., N.D. Ind.

U.S. District Ct., S.D. Ind.

U.S. District Ct., E.D. Mich.

U.S. District Ct., W.D. Mich.

Cameron litigates numerous employment discrimination matters in front of administrative agencies, including the U.S. Department of Education Office of Civil Rights, U.S. Equal Employment Opportunity Commission, Michigan Department of Civil Rights, Indiana Civil Rights Commission, OSHA, MIOSHA, and more in various state and federal courts.

Cameron's legal practice also focuses on general business & civil litigation and on advising clients in contract negotiations across a variety of sectors, including but not limited to physician and professional services agreements.

Cameron received a Bachelor's degree from Grand Valley State University, a Juris Doctor degree from Indiana University Maurer School of Law, and served as a Corporal in the U.S. Marine Corps. Cameron is a proud West Michigan native and lives with his wife, Emily, and sons, Theodore and Lewis.

**Click this icon to access Cameron's articles on JDSupra:**

#### HONORS, AWARDS, AND RECOGNITIONS

- *Grand Rapids Magazine* Top Lawyers 2024-2025, Labor & Employment Law

#### CIVIC, CULTURAL, AND COMMUNITY ACTIVITIES

- Former Member, City of Indianapolis – Equal Opportunity Advisory Board

#### PROFESSIONAL AFFILIATIONS

- State Bar of Indiana
- State Bar of Michigan
  - Labor and Employment Law Section
- Grand Rapids Bar Association

#### SPEAKING ENGAGEMENTS

- Presenter, "Act 312 Arbitration: Navigating Public Safety Bargaining and Arbitration Trends," Public Sector HR Association (PRHSA) Michigan Chapter (April 9, 2026)
- Co-Presenter, "Public Employment Law Update: FMLA, ADA and State-Level Changes," Public Sector HR Association Michigan Chapter (November 19, 2025)
- Co-Presenter (with Amanda M. Empey) "Employment Law For Future Leaders," Michigan Infrastructure and Transportation Association (MITA) (October 8, 2025)

- Co-Presenter, "Compliance Clarity Webinar: The One Big Beautiful Bill Act," Michigan Planners (August 18, 2025)
- Presenter, "Navigating the Evolving DEI Landscape," Institute for Supply Management-Southeast Michigan (May 13, 2025)
- Presenter, "2025 Compliance Ready: What Michigan's Earned Sick Time Act & Minimum Wage Laws Mean for Employers," Association of Grand Rapids Landscape Professionals February Monthly Meeting (February 19, 2025)
- Presenter, "What Michigan's Earned Sick Time Act & Minimum Wage Laws Mean for Employers," MITA Annual Conference (January 23, 2025)
- Presenter (with Aaron Graves), "2025 Compliance Ready: What Michigan Earned Sick Time Act & Minimum Wage Laws Mean for Managers and Supervisors," Michigan Chamber of Commerce MiBiz 360 Series, January 9, 2025
- Presenter (with John Below), "Employment Law for Future Leaders," Michigan Infrastructure & Transportation Association's Future Leaders Cohort (September 2024)
- Presenter (with John David Gardiner), "Certified Payroll Essentials," Builders Exchange of Michigan (August 2024)
- Presenter, "Employment Law Update," Michigan Planners' Evolving HR & Legal Developments Seminar (June 2024)
- Presenter (with John David Gardiner), "HR Bingo – Legal Update," MBA Bankers Education Summit and Trade Show (March 2024)

## PUBLICATIONS

- Contributing Editor, "The Developing Labor Law: The Board, the Courts, and the National Labor Relations Act" Update, *Bloomberg Law* (2024-present)
- Co-author, "Navigating DEI Initiatives in Compliance with Title VII: Insights from EEOC and DOJ Guidance," Bodman Workplace Law Update (April 2, 2025)
- Co-author, "Michigan's Earned Sick Time Act: A Legislative Update," Bodman Workplace Law Update (January 10, 2025)
- Co-Author, "Mandatory 'Captive Audience' Meetings Now Illegal," Bodman Workplace Law Update (December 6, 2024)
- Co-Author, "Beware of Union Organizing Pitfalls," Bodman Workplace Law Update (November 18, 2024)
- Co-author, "FTC Non-Compete Ban Blocked - For Now," Bodman Workplace Law Update (August 21, 2024)
- Co-Author (with John David Gardiner), "Federal Trade Commission Votes on Final Rule Banning Nost Noncompete Agreements" CEP Magazine, a publication of the Society of Corporate Compliance and Ethics (SCCE) (August 2024)

- "Unions Are Seeking to Organize in Non-Traditional Industries, Including Financial Services," Bodman Workplace Law Update (January 3, 2024)

## PRO BONO

- State Bar of Michigan 2025 A Lawyer Helps Pro Bono Honor Roll
- Representative Pro Bono matter:

### **Bodman Duo Assist Pro Bono Client Before U.S. Court of Appeals for Veterans**

Cameron Ritsema and Michael Tibbits assisted pro bono client, Mr. C., in a claims dispute before the U.S. Court of Appeals for Veterans. After serving in the Navy, Mr. C. filed three disability claims with the U.S. Department of Veterans Affairs and was only granted 80% coverage. Michael and Cameron discovered that the doctor assigned to Mr. C.'s case did not take into account his full medical record and did not do a complete exam of Mr. C.'s disabilities. The Bodman team appealed the claim decisions in a Rule 33 Memo and the Veterans Affairs' attorney agreed to remand all three disability claims to be reviewed further.