

Gary S. Fealk

Member

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Gary Fealk practices in all areas of labor and employment litigation on behalf of private and public sector employers.

He has particular expertise in union/management relations including collective bargaining, labor arbitrations, administrative proceedings before the National Labor Relations Board (NLRB) and the Michigan Employment Relations Commission (MERC) and in multi-employer benefit fund collection actions. He has represented many public sector clients, including municipal governments, in labor and employment matters and has counseled them in connection with FOIA and Open Meetings Act matters.

He has extensive experience defending discrimination, retaliation and harassment claims in state and federal courts and before the Michigan Department of Civil Rights (MDCR) and the Equal Employment Opportunity Commission (EEOC). He also represents employers in cases involving non-competition agreements, the Family Medical Leave Act (FMLA), and the Fair Labor Standards Act (FLSA).

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HONORS, AWARDS, AND RECOGNITION

- Fellow, American College of Labor and Employment Lawyers (2018-present)
- *Chambers USA 2024-2026*, Labor & Employment
- *The Best Lawyers in America 2023-2026*, Employment Law-Management, Labor Law-Management

practices & industries

Workplace Law

Municipal Law and Government Relations

education

University of Michigan Law School, J.D.,
cum laude

Michigan State University, M.L.I.R. (Master
of Labor & Industrial Relations)

Michigan State University, B.S.

admissions

Michigan

- *Michigan Lawyers Weekly* "Go-To Lawyer Power List" for Employment Law, 2024
- *Michigan Lawyers Weekly* "Go-To Lawyer " for Employment Law, 2024
- *Michigan Super Lawyers* 2015-2025, Employment Litigation: Defense, Employment & Labor
- *DBusiness Magazine* "Top Lawyers" 2021-2026, Labor and Employment Law
- *Leading Lawyers*, Employment Law: Management, Labor Law: Management

PROFESSIONAL AFFILIATIONS

- American Employment Law Council
- State Bar of Michigan (Labor and Employment Section)
- Oakland County Bar Association (Labor and Employment Section)
- American Bar Association
- Federal Bar Association-Eastern District of Michigan Chapter
- Associated General Contractors Legal Advisory Committee

SELECTED PUBLICATIONS

- "Sixth Circuit Rules that Pension Fund Did Not Properly Calculate Withdrawal Liability," *Bodman Workplace Law Update* (September 8, 2025)
- "NLRB Announces New Employee-Friendly Joint Employer Test," *ICLE Legal Update*, November 9, 2023
- Co-Editor, *Michigan Employment Law Letter*, 2015-present (contributing author, 1997-2014)
- Co-chapter editor, *Workplace Harassment Law* (ABA-BNA)
- Contributing author, *Developing Labor Law* (ABA-BNA)
- Contributing author, *Employment Discrimination Law* (ABA-BNA)
- Co-author, *The Role of External Law in Arbitration and Judicial Review*, (BNA, 2005) (presented and published in the 2005 Proceedings of the National Academy of Arbitrators)
- Contributing author, *Employment Litigation in Michigan*, 2nd ed. and cumulative supplements (ICLE)

SELECTED SPEAKING ENGAGEMENTS

- Presented to numerous employer associations on employment law topics in 2021 and 2022
- Covid-19 Employment Issues Webinars presented to numerous employer associations, April-June, 2020

- "Labor and Employment law update", Blue Water H.R. Association
- "Responding to Retaliation Claims," BLR Publications webinar, August 2019
- "Developments in NLRB Joint Employment Law," Oakland County Bar Association Employment Law Committee Program, 2018
- "New Developments in NLRB Law," Oakland County Bar Association Employment Law Committee, 2014
- "FMLA Master Class," BLR Publications Seminar, May 2014
- "Sixth Circuit Employment Law Update," American Corporate Counsel Association/Federal Bar Association-Eastern District of Michigan program
- Guest lecturer at the University of Michigan Law School, seminar on Advanced Topics before the NLRB