bodman

John David Gardiner

Member

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Mr. Gardiner has more than a decade of experience practicing business and employment law in West Michigan. He is Chair of Bodman's Workplace Law Practice Group.

His legal practice is focused on the representation of employers in employment law matters and on general business and civil litigation. He also represents business owners and their families in connection with alleged white collar crime and other criminal investigations.

Mr. Gardiner is also the chair of Bodman's Liquor Law Team. He works with a broad range of clients to help them obtain, maintain and transfer liquor licenses and resolve alleged code violations and regulatory issues.

Mr. Gardiner began his legal career as an assistant district attorney for Bronx County, New York. As a law student he interned with the corporate legal department of Rockefeller & Co., Inc., a registered wealth management and investment advisory firm.

He is active in community and professional activities. Mr. Gardiner serves as a board member of Legal Aid of Western Michigan and on the Human Resources Committee for the Michigan Bankers Association. He is a former member of the board of Ministry with Community, the Kalamazoo County Bar Association's Pro Bono Committee, and the Kiwanis Club of Kalamazoo. He also formerly served as a member and committee chair with the Kalamazoo Law Post and as a member of the Kiwanis Club Board of Directors. He volunteers with a number of charities related to the Catholic Diocese of Kalamazoo.

practices & industries

Liquor Law

Workplace Law

Litigation and Alternative Dispute Resolution

Banking and Finance

education

St. John’s University School of Law, J.D.

Kalamazoo College, B.A.

admissions

Michigan

New York

court admissions

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

Mr. Gardiner is a graduate of the Grand Rapids Chamber of Commerce Leadership Grand Rapids program (Class of 2018-2019).

Click this icon to access Mr. Gardiner's articles on JDSupra:
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HONORS, AWARDS, AND RECOGNITION

- *Crain's Grand Rapids Business* "Notable Litigators and Trial Attorneys" 2025
- *Grand Rapids Magazine* Top Lawyers 2022-2027, Labor and Employment Law
- *Grand Rapids Magazine* Top Lawyers 2023, Litigation-Labor Employment Benefits
- *Grand Rapids Magazine* Top Lawyers 2019, White Collar Criminal Defense
- *Michigan Rising Stars 2018-2019*, Employment & Labor

PROFESSIONAL AFFILIATIONS

- State Bar of Michigan
  - Member, Labor and Employment Law Section Council
- Michigan Bankers Association
  - Member, Human Resources Committee

CIVIC, CULTURAL, AND COMMUNITY ACTIVITIES

- Father Fred Foundation, Member, Board of Directors
- Grand Rapids Chamber of Commerce - Leadership Grand Rapids (Class of 2018-2019)
- Legal Aid of Western Michigan, Member, Board of Directors
- Active volunteer with charities related to the Catholic Diocese of Kalamazoo

SPEAKING ENGAGEMENTS (REPRESENTATIVE)

- "ESTA - One Year Later," Upper Peninsula Society for Human Resource Management (UPSHRM) Spring Summit (April 23, 2026)
- Co-Presenter (with Christina Nechiporchik), "Hot Topics & International Staffing," Northern Michigan Society for Human Resource Management (NMSHRM) Webinar (February 27, 2026)
- "Legal Update," Northern Michigan Society for Human Resource Management (NMSHRM) Webinar (September 19, 2025)
- "Mastering Health Savings Accounts (HSAs)," Michigan Planners Compliance Clarity Webinars (September 16, 2025)
- Co-Presenter, "The One Big Beautiful Bill Act," Michigan Planners Compliance Clarity Webinars (August 18, 2025)

- "Anatomy of a Liability: Mitigating Risk and Employment Law," Group Practice Boss Conference 2025 (May 7, 2025)
- "Stump the Employment Attorney," American Bankers Association's 2025 Bankers Education Summit and Trade Show (April 8, 2025)
- "Pragmatic Policy-Based Practices for the Earned Sick Time Act," Northern Michigan Society for Human Resource Management (NMSHRM) Webinar (March 2025)
- "ESTA Review," Northern Michigan Society for Human Resource Management (NMSHRM) Launch-N-Learn (January 2025)
- "Emerging Leaders: Coach, Not Warden," MBA's Rising Leaders Fall Summit (September 2024)
- Co-Presenter (with Cameron D. Ritsema), "Certified Payroll Essentials," Builders Exchange of Michigan (August 2024)
- "HR: Coach, Not Warden," DisruptHR Traverse City (June 2024)
- "Employment Law Update," Michigan Planners' Evolving HR & Legal Developments Seminar (June 2024)
- Co-Presenter (with Cameron D. Ritsema), "HR Bingo – Legal Update," MBA Bankers Education Summit and Trade Show (March 2024)
- Co-Panelist (with Melissa K. Bridges), "Managing Mortgage Origination Compensation," MBA Bankers Education Summit and Trade Show (March 2024)

PUBLICATIONS (REPRESENTATIVE)

- "After Rayford: What Michigan Employers Should Know About Contractually Shortened Limitation Periods," Bodman Workplace Law Update (September 29, 2026)
- "Due Diligence in Hiring and Promotions," *The Complete Compliance and Ethics Manual 2026*, a publication of the Society of Corporate Compliance and Ethics (SCCE) (January 2026)
- "No Tax on Tips and Qualifying Overtime: Trick or Treat?" Bodman Workplace Law Update (October 31, 2025)
- Co-author (with Cameron D. Ritsema), "Navigating DEI Initiatives in Compliance with Title VII: Insights from EEOC and DOJ Guidance," Bodman Workplace Law Update (April 2, 2025)
- "Due Diligence in Hiring and Promotions," *The Complete Compliance and Ethics Manual 2025*, a publication of the Society of Corporate Compliance and Ethics (SCCE) (January 2025)
- "It's Back…Michigan Supreme Court Strikes Down 'Adopt-and-Amend'" Bodman Workplace Law Update (July 31, 2024)
- "Employers: It's Time for an Artificial Intelligence Policy!" Bodman Workplace Law Update (March 19, 2024)
- Co-Author (with Cameron D. Ritsema), "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)

- "Department of Labor Proposes an Increase to the FLSA Exempt Employee Salary Threshold; Is 2023(4) the New 2019 or 2017?" Bodman Workplace Law Update (October 10, 2023)
- "Federal Trade Commission Proposes a Noncompete Ban: Five Things to Know," CEP Magazine, a publication of the Society of Corporate Compliance and Ethics (SCCE) (April 2023)
- "Michigan Court of Appeals Dismisses February 20, 2023 Expansion of Paid Sick Leave and Increases to Minimum Wage," Bodman Workplace Law Update (January 26, 2023)