bodman

John T. Below

Member

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John Below is an employment and commercial litigation attorney. His practice is concentrated in resolving employment, complex commercial and construction related disputes.

John creatively solves problems and wins cases for his clients, which include, large employers in the automotive, construction and health care industries, regional and national banks, and major manufacturing and industrial companies. John partners with his clients and together, they forge and execute strategies for success.

John's primary area of litigation and dispute resolution expertise is state and federal litigation of employment law matters, including:

- Discrimination litigation and arbitrations
- Wrongful discharge litigation and arbitrations
- Non-compete and confidentiality agreement litigation
- Traditional labor matters
- Administrative proceedings before the EEOC and MDCR

He also has extensive experience in banking and commercial litigation involving foreclosures, receiverships, contract and loan disputes, fraud, lender liability, bankruptcy, and complex construction litigation and arbitrations.

John has been listed since 2014 in *Michigan Super Lawyers* under Employment and Labor. He is listed in *Benchmark Litigation 2023* as a Labor & Employment Star, in *DBusiness* Top Lawyers 2014-2017 and 2019-2025 under Labor and Employment Law, and in *The Best Lawyers in America 2022-2027* under Litigation-Labor and Employment, Commercial Litigation, and Employment Law -

practices & industries

Workplace Law

Litigation and Alternative Dispute Resolution

Artificial Intelligence (AI)

education

University of Detroit School of Law, J.D., *magna cum laude*

Oakland University, B.A., with honors

admissions

Michigan

court admissions

U.S. Ct. of Appeals, 6th Cir.

U.S. District Ct. N.D. Ala.

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

U.S. District Ct., C.D. Ill.

Management. He is AV-Preeminent Peer Review Rated by Martindale Hubbell. He is a frequent author and presenter on employment law and business litigation topics and provides legal compliance training for management and executive leadership.

He is a member of the Oakland County Bar Association and the Macomb County Bar Association. He is also active with a number of industry and business organizations including the Michigan Chamber of Commerce and the Michigan Infrastructure and Transportation Association (MITA).

In law school, John served as a Senior Staff Editor of the *University of Detroit Mercy Law Review*.

John has served for more than ten years on The Salvation Army Metro Detroit Advisory Board and serves on its Executive and Programs Committees.

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HONORS, AWARDS, AND RECOGNITION

- *The Best Lawyers in America* 2022-2027, Litigation-Labor and Employment, Commercial Litigation, Employment Law - Management
- *Benchmark Litigation 2023*, Labor & Employment Star
- *DBusiness* Magazine "Top Lawyers" 2014-2017, 2019-2025, 2027 Labor and Employment Law
- Martindale-Hubbell® AV Preeminent® Peer Rated for Highest Level of Professional Excellence; Endorsed for High Ethical Standing
- *Michigan Super Lawyers* 2014-2026, Employment and Labor

CIVIC, CULTURAL, AND COMMUNITY ACTIVITIES

- Member, Salvation Army Metro Detroit Advisory Board and Executive and Programs Committees

PROFESSIONAL AFFILIATIONS

- Oakland County Bar Association
- Macomb County Bar Association
- Michigan Chamber of Commerce
- Michigan Infrastructure and Transportation Association (MITA)

PUBLICATIONS

- "Client Use of Generative AI During Litigation May Make Privileged Information Discoverable," Bodman Workplace Law Update (August 11, 2026)
- "Use of AI Tools to Manage Independent Contractors Carries Risk of Reclassification of Contractors as Employees," Bodman Workplace Law Update (June 10, 2026)
- "Employers: Beware of Employment Agreement Integration Clauses and Their Impact on Prior Employee Agreements," Bodman Workplace Law Update (February 25, 2026)
- "Contractually Shortened Claim Limitation Periods are No Longer Automatically Enforceable Following Supreme Court Ruling," Bodman Workplace Law Update (August 7, 2025)
- "Contractually Shortened Limitation Periods on Employee Civil Rights Claims May Be in Jeopardy!" Bodman Workplace Law Update (May 15, 2025)

SPEAKING ENGAGEMENTS

- "HR on the Hot Seat: Top Trends and 2026 Watch List for Michigan Employers," Michigan Chamber's MI Business Podcast (November 20, 2025)
- Co-Presenter (with Cameron Ritsema), "Employment Law for Future Leaders," Michigan Infrastructure & Transportation Association's Future Leaders Cohort (September 2024)
- Co-Presenter (with Amanda McSween Empey) "2024 Independent Contractor or Employee – That Is The Question!" Michigan Chamber of Commerce Webinar, April 2024