

## Michael A. Chichester Jr.

Shareholder

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## Practice Areas

AI and Technology  
Discrimination and Harassment  
Leave and Accommodation  
Whistleblowing, Compliance and Investigations  
Litigation and Trials  
Home Health and Home Care

## Overview

Michael A. Chichester represents employers in labor and employment relations and employment litigation defense of all types, including:

- Employment discrimination
- Harassment
- Retaliation
- Disability discrimination
- Wrongful termination

Appearing in state and federal courts, he most frequently works with retailers, utilities, healthcare providers, transportation companies, and professional corporations and has particular experience defending clients in claims involving:

- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The Elliot Larsen Civil Rights Act
- The Michigan Persons with Disabilities Civil Rights Act

- The Michigan Whistleblower's Protection Act
- The Michigan Wages and Fringe Benefits Act
- The Michigan Medical Marijuana Act

Michael has a deep interest on the impact of advanced technology on the workforce and is co-chair of Littler's Robotics, Artificial Intelligence and Automation practice group.

Prior to joining Littler Mendelson, Michael worked as an associate at a mid-size Detroit law firm, where his practice primarily consisted of representing employees in labor and employment matters. In law school, he was managing editor of the *University of Detroit Mercy Law Review*.

## Professional and Community Affiliations

- Member, Detroit Metropolitan Bar Association
- Member, Federal Bar Association

## Events & Speaking Engagements

### 2023 Ohio Regional Employer Conference

Cleveland, OH  
October 5, 2023

### 2023 Littler AI Summit

Washington, DC  
September 21, 2023

### Somebody's Watching Me!

Littler Executive Employer Conference, Phoenix, AZ  
May 11, 2023

### Session Three: How Employers Can Prepare for the Future Legislative and Regulatory Framework Governing the Use of AI Tools in HR Decisions

December 1, 2022

### The Workforce Crisis: Strategies for Cultivating Talent

Automate  
June 6, 2022

### Post-Pandemic Remote Work: A Productivity Boon or a Collaboration Destroyer? What Has the Evidence Shown? And Can We Ever Go Back?

Littler Executive Employer Conference  
May 6, 2022

### **The Ever Changing Face of Work: What to Expect Going Forward**

ALM General Counsel Conference Midwest, Chicago, IL

October 12, 2021

### **OSHA Compliance Made Easier**

Client Webinar

December 9, 2020

### **A COVID-19 Storm is Brewing: How Employers Respond Mandates When Whistleblowers Threaten**

August 18, 2020

### **Return to Work in Michigan – Managing the Next Phase of the Pandemic**

June 1, 2020

### **Make Way for Michigan's Paid Medical Leave Act**

March 19, 2019

### **Artificial Intelligence: Taking the "Human" Out of Human Resources**

Greater Ann Arbor SHRM

March 12, 2019

### **Wage and Hour Headaches: What Every Employer Needs to Know**

Detroit, MI

September 21, 2016

## **Recognition**

- Named, The Best Lawyers in America© , 2024-2025
- Named, Notable Leader in Employment and Labor Law *Crain's Detroit Business*, 2023
- Recipient, Honorable Ralph M. Freeman Law School Scholarship
- Named, Stand-Out Lawyer *Thomson Reuters*, 2024

## **Education**

J.D., University of Detroit School of Law, 2007, *summa cum laude*

B.A., Aquinas College, , *cum laude*

## **Bar Admissions**

Michigan

## **Courts**

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Western District of Michigan

U.S. District Court, Eastern District of Michigan

U.S. District Court, Northern District of Ohio

## **Publications & Press**

### **Michigan's 11th-Hour Changes to Minimum Wage, Tip, and Paid Sick Leave Standards**

*Littler ASAP*

February 24, 2025

### **Michigan Supreme Court Clarifies Minimum Wage & Tipped Rates and Schedule for 2025 and Future Years**

*Littler ASAP*

September 19, 2024

### **Michigan Supreme Court Voids Existing Minimum (Cash) Wage and Paid Sick Leave Laws and Revives Old Laws**

*Littler ASAP*

August 6, 2024

### **The Littler Annual Employer Survey 2024**

*Littler Report*

May 8, 2024

### **Employers Expect Increased Regulatory Enforcement Amid Legislative Slowdown in Election Year, Littler Survey Finds**

*Press Release*

May 8, 2024

### **Exploring the legality of workplace surveillance's 'gray area'**

*External Publication*

September 5, 2023

### **Littler Releases Report On The American Workforce**

*External Publication*

August 7, 2023

### **Are there any areas of concern as our organization implements AI tools to monitor and engage with employees and customers?**

*Littler 2 the Point Video*

August 2, 2023

### **The American Workforce Transformation – Challenges and Opportunities**

*Littler Report*

July 26, 2023

**Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers**

*In the News*

May 12, 2023

**An Overview of the Employment Law Issues Posed by Generative AI in the Workplace**

*Littler Report*

May 11, 2023

**Hybrid Working Schedule ‘Here to Stay,’ Littler Survey Shows**

*In the News*

May 10, 2023

**The Littler Annual Employer Survey 2023**

*Littler Report*

May 10, 2023

**Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers**

*Press Release*

May 10, 2023

**Make Sure Generative AI Policies Cover Intellectual Property**

*In the News*

May 1, 2023

**Michigan Appeals Court “Undoes” Lower Court’s “Undoing” of What Legislature “Undid” Concerning Minimum Wage, Tip, and Paid Leave Standards**

*Littler ASAP*

January 27, 2023

**Legal Tech’s Predictions for Remote, Hybrid & Tech-Enabled Work Arrangements in 2023**

*In the News*

January 18, 2023

**Michigan Decision Leaves Employers Uncertain About Minimum Wage, Tips, and Paid Sick Leave**

*External Publication*

July 22, 2022

**Michigan Decision Leaves Employers Uncertain About Current State of Minimum Wage, Tips, and Paid Sick Leave Laws**

*Littler ASAP*

July 20, 2022

**AI and Workplace Transformation: Here's what you need to know**

*External Publication*

May 26, 2022

**Manufacturing's Tech Transformation & Sustainability**

*External Publication*

March 10, 2022

**Legal Tech's Predictions for Remote Work and COVID-19 in 2022**

*In the News*

December 29, 2021

**EEOC Increases Focus on Artificial Intelligence and Algorithmic Fairness**

*Littler ASAP*

November 15, 2021

**Proposed AI Policy in EU Could Change Hiring Landscape**

*External Publication*

November 11, 2021

**Proposed AI Policy in EU Could Change Hiring Landscape**

*External Publication*

July 21, 2021

**EU Proposal Could Limit AI Use in Recruiting and Hiring**

*In the News*

June 4, 2021

**COVID Is Accelerating the Gig Economy**

*External Publication*

April 28, 2021

**Gig Economy Boost Will Persist Post-Pandemic, Report Says**

*In the News*

March 31, 2021

**Littler Releases Inaugural Report From Its Global Workplace Transformation Initiative**

*Press Release*

March 30, 2021

**Inaugural Report of Littler’s Global Workplace Transformation Initiative**

*Littler Report*

March 30, 2021

**What Lawyers Want Everyone to Know About AI Liability**

*In the News*

February 22, 2021

**Legal Tech’s Predictions for Remote Working and COVID-19 in 2021**

*In the News*

January 6, 2021

**Michigan OSHA Adopts COVID-19 Emergency Rule**

*External Publication*

October 22, 2020

**Michigan Occupational Safety and Health Administration Adopts COVID-19 Emergency Rule**

*Littler ASAP*

October 16, 2020

**Michigan Agency Continues to Issue Emergency Health Orders and Guidance on Face Coverings and Gatherings**

*Littler ASAP*

October 12, 2020

**Michigan Agency Steps Up Mask Mandate and Other Requirements to Fill Void Created by Nullification of COVID-19 Executive Orders**

*Littler ASAP*

October 6, 2020

**In Fractured Opinion, Michigan Supreme Court Strikes Down Governor’s Emergency Authority**

*Littler ASAP*

October 5, 2020

**Maintain your Distance: Solving COVID-19 Safety Issues Through Automation**

*Littler Podcast*

September 28, 2020

**How AI Will Make Global Supply Chains Smarter, and Alter the Employment Landscape in a Post-Pandemic World**

*External Publication*

June 29, 2020

**Michigan Moves to Stage 4 of the Safe State Plan, Setting the Stage for Most Businesses to Reopen**

*Littler ASAP*

June 4, 2020

**Michigan Sets Forth Additional Requirements for Businesses that Reopen as the State Restarts Select Operations in Northern Michigan**

*Littler ASAP*

May 19, 2020

**Michigan Extends “Stay Home, Stay Safe” Order Through May 28, 2020, While Announcing a Phased Reopening of Businesses with the Manufacturing Sector Next to Open**

*Littler ASAP*

May 8, 2020

**Michigan is Moving Toward Reopening, But it Will Not be “Business as Usual”**

*Littler ASAP*

May 6, 2020

**Gardeners, Golfers, and Boaters Rejoice! Michigan Extends “Stay Home, Stay Safe” Order but Provides for the Reopening of Certain Businesses and Recreational Activities**

*Littler ASAP*

April 25, 2020

**Michigan Extends “Stay Home, Stay Safe” Order with Additional Restrictions on Retail Businesses**

*Littler ASAP*

April 9, 2020

**Michigan Extends Retaliation Protections Amid COVID-19 Outbreak**

*External Publication*

April 8, 2020

**Michigan Issues Executive Order Extending Retaliation Protections Amid COVID-19 Outbreak**

*Littler ASAP*

April 3, 2020

**Michigan Issues COVID-19 Guidance for Caregivers of Older Adults**

*Littler ASAP*

March 27, 2020

**Michigan Issues “Stay Home, Stay Safe” Executive Order**

*Littler ASAP*

March 23, 2020



**An Anticlimactic End of 2019 for Michigan Paid Sick and Minimum Wage Amendments**

*Littler ASAP*

December 20, 2019

**Recruiting in the Robot Age: Examining Potential EEO Implications in Optimizing Recruiting Through the Use of Artificial Intelligence**

*External Publication*

October 1, 2019

**Recruiting in the Robot Age: Examining Potential EEO Implications in Optimizing Recruiting Through the Use of Artificial Intelligence**

*External Publication*

June 1, 2019

**Michigan Governor Signs Amended Paid Sick Leave and Minimum Wage Laws**

*Littler ASAP*

December 20, 2018

**From Ballots to Bills: Michigan Adopts Paid Sick and Safe Time Law and Raises the Minimum Wage**

*Littler ASAP*

September 11, 2018

**Sixth Circuit Rejects Argument that Full-Time Job Requires Full-Time Hours in ADA Failure to Accommodate Case**

*Littler ASAP*

August 1, 2018

**Mid-Year Michigan Legislative Update**

*Littler ASAP*

June 25, 2018

**Littler Elevates 28 Attorneys to Shareholder**

*Press Release*

January 3, 2018

**Michigan Court of Appeals Rules Medical Marijuana Users Discharged for Positive Drug Tests May Still Be Eligible for Unemployment Benefits**

*Littler ASAP*

February 11, 2015

**Federal Appellate Court Holds that Requiring an Employee to Undergo Psychological Counseling May Constitute Requiring a Medical Examination Under the ADA**

*Littler ASAP*

September 11, 2012

**The Twenty-First Amendment Accommodates the Dormant Commerce Clause: Did the United States Supreme Court Awaken a Sleeping Giant with Its Decision on *Granholm v. Heald*?**

*84 U. Det. Mercy L. Rev. 161*

**Case Digest: *People v. Tierny***

*84 U. Det. Mercy L. Rev. 161*