

Daniel Villaire

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“I am a labor and employment attorney who works with employers to protect their business interests.”

Dan counsels and represents employers in all matters related to employees and the workplace, including:

- Employment, confidentiality, non-compete, and non-solicit agreements;
- Handbooks and policies;
- Wages and overtime (FLSA);
- Medical and family leaves (FMLA);
- Accommodations for disabilities (ADA);
- Harassment;
- Discrimination including race, sex, gender, religion, ancestry, disability, and age;
- Internal investigations;
- Employee termination;
- Separation agreements;
- Sales commissions;
- Charges of discrimination (EEOC);
- Occupational and health and safety investigations (OSHA);
- Workplace injuries, lockout-tagout;
- Union collective bargaining agreements;
- Union grievances and arbitration;
- Union unfair labor practice charges (NLRB); and
- Transactions involving sales and purchases of businesses.

Business Litigation

- Labor, Employment, & Immigration
- Automotive
- Healthcare
- Employee Benefits

Dan consults with employers on a day-to-day basis to help them avoid litigation.

He works with employers to keep their policies and procedures current with applicable laws and to develop effective strategies for responding to complaints, requests for disability accommodations and FMLA leaves, overtime claims, and issues that arise under collective bargaining agreements. Dan also negotiates collective bargaining agreements and works with employers on the proper application and interpretation of those agreements.

Dan has represented employers in federal and state courts, labor arbitrations, and administrative agencies, including the EEOC, DOL, OSHA, and NLRB throughout the country. He has taken multiple cases to trial and appeared before the United States Court of Appeals for the Sixth Circuit on multiple occasions.

Representative Matters

- Represented a manufacturer in a four-day grievance arbitration over the termination of a long-term employee and union president for theft. The case involved extensive use of surveillance footage and electronic package tracking data. We obtained an award in favor of the company and upholding of the termination.
- Represented a large municipality in difficult collective bargaining negotiations where we obtained a long-term agreement with multiple unions securing significant employee contributions and future relief from health care and pension obligations.
- Represented a large municipality in an arbitration over a grievance that sought to increase retiree pension benefits by several million dollars annually. We obtained an award in favor of the municipality denying the claim for increased benefits.
- Represented more than 400 school districts in a trial over \$50MM in annual unreimbursed costs that were incurred to comply with state mandates. The judge ruled in favor of the school districts, saving each of them hundreds of thousands of dollars annually.
- Represented an airport in a collective action under the Fair Labor Standards Act brought by more than 30 plaintiffs. The plaintiffs claimed they were owed overtime for alleged on-call and waiting time. We obtained a dismissal on a Motion for Summary Judgment.

Education

- Wayne State University Law School, 1999
 - J.D., *cum laude*
- University of Michigan, 1996
 - B.A.

Memberships

- Oakland County Bar Association
- American Bar Association

Admissions

- Michigan, 1999
- U.S. Court of Appeals, Sixth Circuit, 2000
- U.S. District Court, Eastern District of Michigan, 1999
- Pro Hac Vice admissions: Ohio, Tennessee, Illinois, Mississippi, Kentucky