



**At Collins Einhorn,  
you're hiring more  
than just an attorney.  
You're hiring a team.**

EMPLOYMENT  
PRACTICES LIABILITY

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For more than 20 years, the Employment Practices Liability professionals at Collins Einhorn Farrell PC have helped employers navigate the ever-changing waters of employee litigation and workplace regulation.

# The Collins

# Einhorn difference.

Collins Einhorn Farrell PC has an established reputation for legal excellence and leadership. Since our founding in 1971, our firm has been committed to providing clients with personalized and attentive service for their legal needs.

Collins Einhorn Farrell's attorneys are proud to be deeply integrated in the community, serving state and local bar associations in many leadership capacities. In recent years, our attorneys have served as president of the State Bar of Michigan, president of the Oakland County Bar Association, president of the Association of Defense Trial Counsel, and president of the Women's Bar Association.

When our peers in the legal profession require the services of an attorney, they call on Collins Einhorn. Our history of serving as the professionals who defend the professionals affirms the quality and expertise of our legal talent. Long-lasting client relationships and consistent referrals are a testament to our client-centered legal solutions.



# Employment Practices Liability



## Deborah A. Lujan

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Deborah's practice includes an emphasis on employment litigation, specifically, discrimination, whistleblower, ADA, wrongful discharge and employee contractual disputes. She has successfully concluded many employment-related lawsuits through facilitation, dispositive motions, and at trial.

## Mary C. Aretha

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Mary has successfully defended employers against discrimination claims in the EEOC/Michigan Department of Civil Rights and in litigation in state and federal court, including claims under Michigan's Elliott Larsen Civil Rights Act, Michigan Whistleblowers' Protection Act, Title VII of the Civil Rights Act of 1964, the ADEA, the FMLA, the ADA, Michigan's Persons with Disabilities Civil Rights Act, and Michigan's Reporting to Work with COVID-19 Act.

## Lindsey A. Peck

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Lindsey has successfully defended a wide array of claims against municipalities, including employment claims. As an appellate attorney with a heavy focus on research, she's well-versed in the nuances and complexities of employment law.

## Notable Accolades

### Practice Area

**Best Lawyers "Best Law Firms" Litigation** – Labor and Employment – Metropolitan Tier 2, Detroit (2014-2018, 2020)

**Best Lawyers "Best Law Firms" Litigation** – Labor and Employment – Metropolitan Tier 3, Detroit (2015, 2019, 2021)

### Deborah Lujan

**Super Lawyers™** General Personal Injury – Defense (2014-2019)

**Best Lawyers®** "Lawyer of the Year" (Metro Detroit), Litigation – Insurance (2019)

**Best Lawyers®** Personal Injury Litigation – Defendants (2020), Product Liability Litigation – Defendants (2018-2020), Litigation – Insurance (2018-2020)

**Michigan Lawyers Weekly** Leaders in the Law, 2018

### Mary C. Aretha

**State Bar of Michigan**, Labor and Employment Section

**Oakland County Bar Association**, Chair of Employment Law Committee

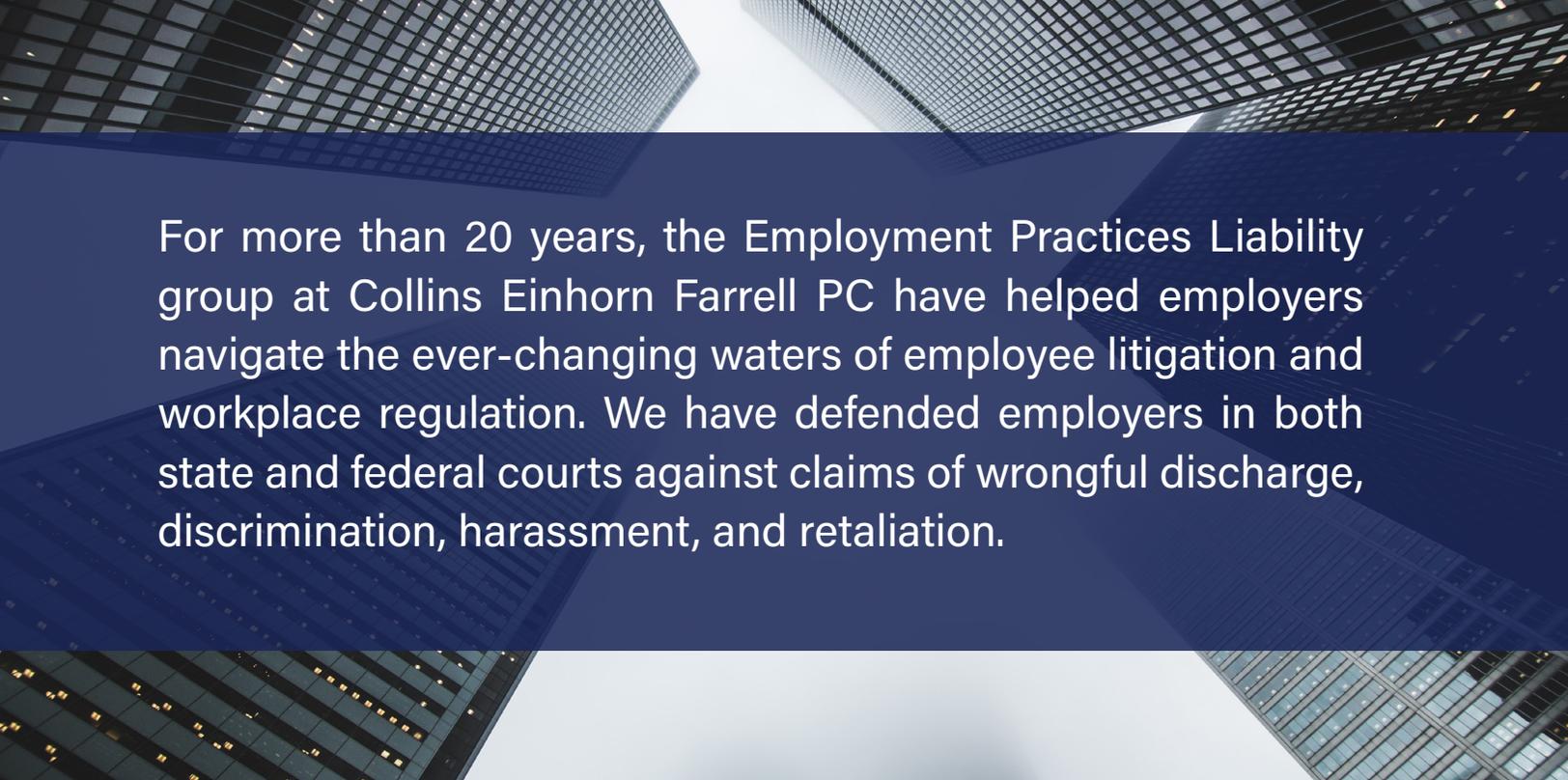
### Lindsey A. Peck

**Best Lawyers®** "Ones to Watch", Appellate (2021)

**Super Lawyers™** Rising Star (2013-2020)

**Hour Detroit®** Top Women Attorneys in Michigan (2014-2018)

**DBusiness®** Top Lawyer (2015)



For more than 20 years, the Employment Practices Liability group at Collins Einhorn Farrell PC have helped employers navigate the ever-changing waters of employee litigation and workplace regulation. We have defended employers in both state and federal courts against claims of wrongful discharge, discrimination, harassment, and retaliation.

## **The Only Ones to Hire for Employer Defense.**

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Our attorneys begin each case by thoroughly researching and analyzing the facts. With this background, we either identify legal defenses that lead to summary dismissal of the case, or determine factual defenses that will result in a verdict for the employer or develop theories to limit plaintiff's damages claims if the case proceeds to trial.

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The attorneys in the Employment Practices Liability group are experienced at defending employers against tort claims, such as defamation, tortious interference, invasion of privacy, and intentional infliction of emotional distress. Our attorneys are also well versed in claims under Title VII, the ADEA, the ADA, the FMLA, Michigan's Elliott-Larsen Civil Rights Act, and other discrimination statutes. Each attorney is experienced in representing employers before agencies such as the Equal Employment Opportunity Commission, Michigan Department of Civil Rights, the Michigan Unemployment Agency, and the Michigan Department of Labor and Economic Growth.

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In addition to representing employers in court proceedings, our team is available to advise employers on disciplinary matters, termination decisions, medical leave, and wage and hour issues. We also draft or revise employee handbooks and provide equal employment training to staff.

# Employment Practices Litigation Background

Collins Einhorn attorneys recently successfully defended a municipality in the Michigan Court of Appeals against a claim of failure to accommodate a disability under Michigan's Persons with Disabilities Civil Rights Act (which largely mirrors the ADA).

One of our team members successfully represented a professional employer organization in the Michigan Court of Appeals against claims of retaliation under the Whistleblowers' Protection Act and violation of Michigan public policy.

Members of Collins Einhorn's employment practices liability team are admitted to practice in the U.S. District Courts for the Eastern and Western District of Michigan, as well as the Sixth Circuit Court of Appeals and the U.S. Supreme Court.

Our team has a strong record of successfully defending a broad range of discrimination claims in the Equal Employment Opportunity Commission and the Michigan Department of Civil Rights.

Our team has experience representing employers across all sectors of the economy, from small businesses to large corporations. We have also defended numerous professional employer organizations/employee leasing companies/staffing agencies against discrimination lawsuits and general liability claims.

Apart from litigation, we advise employers on a broad range of employment-related issues. We have experience drafting employment policies and conducting employer and employee training.

Our attorneys are up to date on the changes in the law due to COVID-19 and have advised clients on best practices under the federal Emergency Paid Sick Leave Act and Emergency FMLA Expansion Act.



**Michigan Based.**

**Nationally Focused.**

#### DEPTH & QUALITY

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We offer the same depth of experience as larger firms but without larger firms' overhead. That means we are efficient in providing high quality work.

#### RESOURCEFULNESS

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We have access to the most sought after third-party resources, including experts and consultants. Our long standing relationships with these professionals incentivizes competitive rates for our clients.

#### RESULTS THE RIGHT WAY

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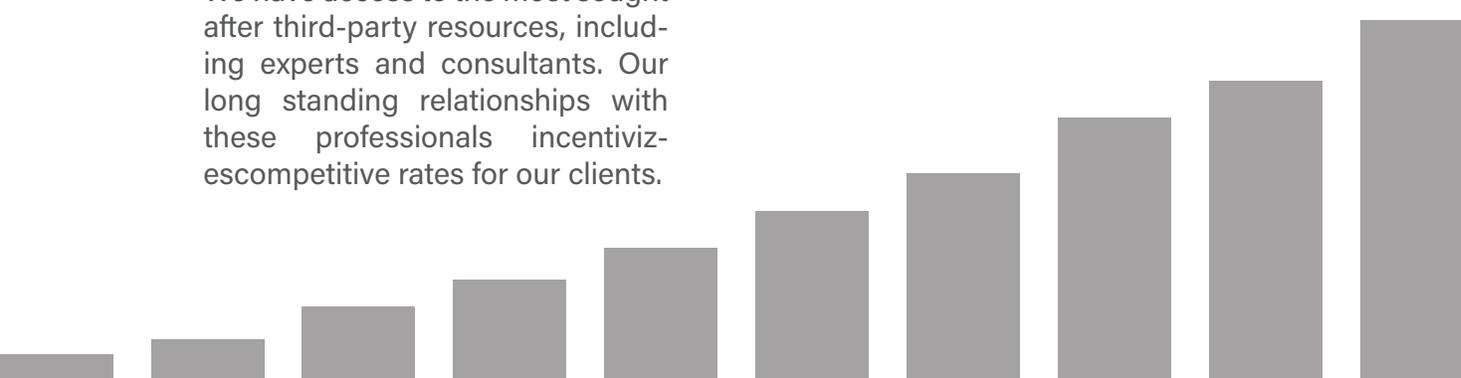
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## Advantages of a Local, Mid-Size Law Firm

#### FORWARD-THINKING

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The size of Collins Einhorn makes it adept at shedding practices that no longer work. For example, many larger firms write legal briefs in a decades-old style that is overly formal and difficult to follow. Collins Einhorn has followed the judiciary's lead in adopting a more conversational, direct style of briefing. That leads to stronger advocacy.





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