

# Grant T. Pecor

## Member

**Grant T. Pecor** is a Member of Clark Hill's Labor & Employment practice group. He has practiced in the area of labor and employment law throughout his entire career and focuses his work exclusively on the representation of employers. In doing so, he has represented and counseled a number of private and municipal entities, including authorities, boards, courts, cities, school districts and townships, as well as manufacturing entities, hospitals and more than 100 long-term care, nursing home, assisted living and related facilities.

Grant's practice involves all aspects of labor and employment law, including collective bargaining, grievance arbitrations, unfair labor practice proceedings, wage-and-hour matters, unemployment, employee handbooks and personnel policies, teacher tenure act proceedings, and hearings before state and federal administrative agencies and courts. He also is well versed in areas unique to the health care and transit industries, such as criminal background mandates, licensure requirements, Drug-Free Workplace, FTA Drug and Alcohol Program, Commercial Drivers Licenses, and Section 13(C) requirements. His broad-ranging administrative practice enables him to represent and advise clients nationally on matters governed by the National Labor Relations Act. When disputes arise, he works closely with local counsel representing clients in state courts across the country.

Grant is a recognized thought leader on organized labor and union-related issues in the health care industry. He has regularly served as the keynote speaker for the Health Care Association of Michigan's annual conference, is editor of a chapter in BNA's highly regarded manual *The Developing Labor Law*, and has been a member of the American Bar Association's Committee on the Development of the Law Under the National Labor Relations Act for more than a decade.

While serving in his capacity as labor and employment counsel, Grant regularly acts as chief spokesperson for the negotiation of collective bargaining agreements, including initial and renewal contracts; preparing and presenting cases in fact-finding arbitrations; negotiating changes to health care plans, including adding employee contributions, modifying plan benefits and selecting third party administrators; litigating unfair labor practice charges and representation matters before MERC and the NLRB; preparing personnel policy manuals and employee handbooks; investigating and preparing position statements/answers to interrogatories on charges of discrimination and harassment; handling unemployment matters involving employer rates and benefit eligibility; providing advice and counsel regarding ADA, FMLA, FLSA and OSHA issues, as well as many other employment-related statutes. He has successfully defended discharges of employees for issues such as possession of drugs or alcohol, mistreatment of clientele, fighting, sleeping, testing policies, insubordination, sending offensive material over e-mail and harassment; represented employers before state and federal agencies involving a variety of labor and employment issues; and generally handled the entire scope of issues facing an employer.

Grant is a member of the 2009 class of Leadership Grand Rapids and is a volunteer scuba diver for the John Ball Zoo. He is listed in *Best Lawyers in America* as one of the best labor and employment law attorneys and frequently presents on a variety of labor and employment topics, including providing in-house training for several organizations.



## Offices

Grand Rapids  
200 Ottawa NW  
Suite 500  
Grand Rapids, MI 49503

Chicago  
130 E. Randolph St.  
Suite 3900  
Chicago, IL 60601

(616) 608-1158 (phone)  
(312) 985-5548 (phone)  
(616) 608-1192 (fax)  
gpecor@clarkhill.com

## Education

J.D., cum laude, Michigan State University College of Law, East Lansing, Michigan

B.A., Michigan State University, East Lansing, Michigan, James Madison College

## State Bar Licenses

Michigan  
Illinois

## Court Admissions

U.S. Court of Appeals, 4th Circuit  
U.S. Court of Appeals, 6th Circuit

## Practices, Industries & Services

Automotive & Manufacturing  
Government & Public Affairs  
Healthcare  
Labor & Employment  
Transportation & Logistics

## Areas of Emphasis

Collective Bargaining  
Employee Handbooks/Personnel Policy Manuals  
Employment Counseling  
Employment Discrimination  
Employment Training/Seminars  
Employment at Will/Contracts  
Equal Employment Opportunity Law  
Legal Advice on Union Organizing Campaigns  
Long Term Care Compliance Institute  
Unfair Labor Practice Charges  
Wage & Hour Matters

---

## Memberships

- American Bar Association
- State Bar of Michigan
- Grand Rapids Bar Association
- Illinois State Bar Association

## Honors

- Best Lawyers in America - Labor Law-Management

## Presentations

- Mental Health Issues in the Workplace