



## DEBORAH BROUWER

PARTNER

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Deborah Brouwer is managing partner of Nemeth Bonnette Brouwer and brings a wealth of diverse legal experiences and practical wisdom to her client engagements. After twenty years as in-house counsel at the UAW Legal Services Plan, Deborah joined Nemeth Bonnette Brouwer with a strong background in traditional labor law, ERISA benefits litigation, employment discrimination claims, and legal malpractice defense. Her experience as in-house counsel provided her with a pragmatic approach to problem solving, as well as insight into optimal working relationships between in-house and outside counsel. Deborah provides counseling, training, and litigation services to wide range of public and private sector and nonprofit clients and has extensive experience with claims of race, age, disability, gender and religious discrimination and harassment, as well as claims brought under the FMLA and FLSA. She has appeared before state and federal administrative agencies and courts in multiple states. In addition to providing harassment prevention and civility training for employers, Deborah is also a skilled workplace investigator. Before entering private practice, she taught legal writing and criminal law and procedure at Wayne Law School and Wayne State University, skills she continues to use in her frequent appearance before appellate courts, including the Michigan and Sixth Circuit Court of Appeals.

A prolific and devoted volunteer, Deborah is an engaged and respected leader in the legal and non-profit communities and is committed to making a positive impact to any organization with which she is aligned.

### Honors & Awards

- Rated by Martindale-Hubbell, a rating system compiled by peers in the legal community, as "AV", the highest rating for legal ability and upholding ethics in the legal profession, 2022
- Fellow, Litigation Counsel of America, 2022
- DBusiness Top Lawyer: Labor and Employment Law, 2022, 2023
- Michigan Defense Trial Counsel, Anita Comorski Volunteer Award, 2022
- Best Lawyers® in America, Labor Law-Management | Litigation-Labor and Employment, 2021-2023

### PRACTICES

Counseling  
Investigations  
Litigation

### ADMISSIONS

- Michigan

### EDUCATION

- Juris Doctor (J.D.), Wayne State University School of Law, 1980
- Master of Arts (M.A.), University of Michigan, 1975
- Bachelor of Arts (B.A.), With Distinction, University of Michigan, 1973

### LICENSED TO PRACTICE IN

- Michigan state courts
- U.S. District Courts for the Eastern and Western Districts of Michigan
- U.S. Courts of Appeal for the Second, Fifth and Sixth Circuits
- U.S. Supreme Court

- Leading Lawyers, Employment Management, 2020-2022
- Michigan Go To Lawyer in Business Law, Michigan Lawyers Weekly, 2020
- Michigan Super Lawyers, Employment Litigation-Defense, 2019-2022
- Go To Lawyer in Business Law, Michigan Lawyers Weekly, 2020
- Crain's Notable Women In Law, 2019
- DBusiness Top Lawyer: Appellate Law, 2019
- Class of 2018 "Women in the Law," Michigan Lawyers Weekly

## Professional

- Chair, Board of Directors, Assured Family Services
- Immediate Past President, Board of Directors, Michigan Defense Trial Counsel
- Chair, Board of Trustees, Luella Hannan Memorial Foundation
- Member, American Bar Association, Litigation Section
- Member, DRI
- Member, State Bar of Michigan, Appellate Section and Labor and Employment Law Section
- Michigan Supreme Court Historical Society/Advocates Guild

## News & Events

### NEWS

#### **A triad of excellence in labor and employment law: Nemeth, Bonnette and Brouwer named 2023 DBusiness Top Lawyers**

Firm News, November 21, 2022

#### **Newly-named Nemeth Bonnette Brouwer honors founder, leadership change and 30 years in Detroit as a premier management side labor and employment boutique law firm**

Firm News, November 3, 2022

#### **Nemeth Bonnette Brouwer continues to achieve tier-one ranking in *U.S. News & World Report and Best Lawyers® 2023 "Best Law Firms"***

Firm News, November 3, 2022

#### **Nemeth Law is recognized again as *Metropolitan Detroit's 101 Best and Brightest Companies to Work For®***

Firm News, October 22, 2022

#### **Nemeth Law attorneys Deborah Brouwer and Patricia Nemeth recognized as 2023 Best Lawyers®**

Firm News, August 18, 2022

#### **Nemeth Law announces 2022 Michigan Super Lawyers**

Firm News, August 12, 2022

#### **Nemeth Law attorney offers 9 HR considerations to help employers navigate through fluctuating economic times**

July 26, 2022

**Nemeth Law attorneys named to 2022 Leading Lawyers list**

July 21, 2022

**Workplace violence can occur at any moment - is your company prepared?**

June 20, 2022

**Virtual offices are permanently reshaping the corporate landscape; are your remote workplace policies evolving, too?**

May 26, 2022

**Nemeth Law welcomes new associate attorney Anna Kozak**

April 28, 2022

**Background checks may be a casualty of staffing shortage; labor and employment attorney looks at why they still matter**

March 24, 2022

**Detroit employment attorney looks at key issues in firing of University of Michigan president**

January 18, 2022

**Workplace challenges likely to continue in 2022 as employers and employees navigate a year that may look disturbingly similar to 2021 and 2020**

December 29, 2021

**Nemeth Law attorneys discuss timely labor and employment topics; plus, firm co-managing partner Deborah Brouwer receives volunteer award from Michigan Defense Trial Counsel (MDTC)**

November 12, 2021

**Nemeth Law recognized as a tier-one law firm in U.S. News & World Report and Best Lawyers® 2022 list of "Best Law Firms"**

November 4, 2021

**Nemeth Law attorney looks at responsibility of employers in new OSHA ruling on COVID-19 vaccine mandate**

November 4, 2021

**Nemeth Law partner Deborah Brouwer named to DBusiness 2022 Top Lawyers list in labor and employment law**

November 3, 2021

**Nemeth Law's Michigan employment law reference guide is now available through Lexology**

October 21, 2021

**Nemeth Law attorneys recognized as 2022 Best Lawyers®**

August 19, 2021

**Nemeth Law attorneys selected to 2021 Michigan Super Lawyers**

August 18, 2021

**Nemeth Law attorneys named to 2021 Leading Lawyers list**

July 28, 2021

**Nemeth Law partner named president of Michigan Defense Trial Counsel board**

July 2, 2021

**Has remote hiring made remote firing acceptable? Tips for when – and when not – to use remote terminations**

June 10, 2021

**Hot topics on the minds of employers? Recreational marijuana use is no longer on the list...but religion is**

April 22, 2021

**Nemeth Law partner named a 'Michigan Go To Lawyer' in business law by Michigan Lawyers Weekly**

December 30, 2020

**Employer Alert: Nemeth Law on effect of COVID relief bill on paid leave obligations**

December 28, 2020

**Employer Alert: EEOC Provides Guidance on Workplace Policies Mandating COVID-19 Vaccinations**

December 17, 2020

**Nemeth Law is repeat honoree of Metropolitan Detroit's 101 Best and Brightest Companies to Work For®**

November 5, 2020

**Nemeth Law attorneys named to 2020 Michigan Super Lawyers**

September 18, 2020

**Nemeth Law attorneys named to The Best Lawyers in America® list for 2021**

August 26, 2020

**Nemeth Law partner named vice president of Michigan Defense Trial Counsel board**

August 24, 2020

**Pandemic performance reviews pose challenges for managers; tips for evaluating performance in the COVID-19 era**

August 4, 2020

**Nemeth Law founder featured in Leading Lawyers magazine; firm partners also named to 2020 Leading Lawyers list**

May 7, 2020

**Executive Order Lift Restrictions**

April 30, 2020

**Is a furlough a kinder, gentler lay-off? Yes and no, says Nemeth Law labor and employment attorney**

April 20, 2020

**Non-Coronavirus Items You May Have Missed**

April 10, 2020

**Nemeth Law Covers Executive Order 2020-36**

April 3, 2020

**Nemeth Law Provides Takeaways from DOL and IRS on Paid Leave**

April 2, 2020

**Nemeth Law Responds to Today's Frequently Asked Question**

April 1, 2020

**Department of Labor Clarification, Q & A**

March 31, 2020

**Nemeth Law: DOL Poster Required Posting in all Facilities**

March 30, 2020

**Nemeth Law Provides Takeaways on Biggest Questions**

March 27, 2020

**Nemeth Law Provides Highlights on Relief Package**

March 26, 2020

**Essentials of the Executive Order**

March 23, 2020

**Staying Compliant with the ADA During the COVID-19 Pandemic**

March 19, 2020

**Employer Alert: FMLA Expansion and Paid Leave Requirements in Light of Coronavirus**

March 18, 2020

**COVID-19 Update**

**Nemeth Law is here to help you**

**Should the police be called? Harvey Weinstein verdict should have employers looking at their sexual harassment policies and practices**

February 25, 2020

**Nemeth Law partner Deborah Brouwer named a 2020 DBusiness Top Lawyer**

November 18, 2019

**There will still be 'parties for hosting,' but company drug use policies predominate Michigan's recreational marijuana law**

November 13, 2019

**Nemeth Law partners named to 2019 Michigan Super Lawyers**

September 3, 2019

**Nemeth Law attorneys discuss timely labor and employment topics in the third and fourth quarters of 2018**

January 2, 2019

**'Tis the season...for personal injury claims? As office holiday parties get more adventurous, risk of harm to employees rises**

November 20, 2018

**Deborah Brouwer named to Michigan Lawyers Weekly Women in the Law Class of 2018**

August 6, 2018

**Supreme Court decision gives employers an 'epic' win: employment agreements barring class action lawsuits and requiring individual claims arbitration are enforceable under Federal Arbitration Act**

Epic Systems Corp. v. Lewis overturns 6th Circuit precedent

May 22, 2018

**Nemeth Law attorneys discuss timely labor and employment topics in first quarter 2018**

March 28, 2018

**Time's Up campaign compels employers to purposefully address sexual harassment in the workplace**

February 6, 2018

**'Tis the season...for sexual harassment claims? As wave of sexual harassment allegations hit multiple sectors, Nemeth Law attorney offers suggestions for holiday work parties**

November 21, 2017

**Nemeth Law attorneys discuss timely labor and employment topics in third quarter 2017**

October 23, 2017

**Nemeth Law attorneys named to Michigan Defense Trial Counsel board, committee positions**

July 13, 2017

**Nemeth Law attorneys discuss timely labor and employment topics in first quarter 2017**

April 5, 2017

**Nemeth Law attorneys discuss timely labor and employment topics**

January 6, 2017

**Nemeth Law attorneys discuss timely employment issues**

June 30, 2016

**Nemeth Law attorneys discuss timely employment issues**

April 1, 2016

**Nemeth Law attorney cautions employers to follow guidelines on pre-employment questions in on-line recruiting**

March 3, 2016

**Nemeth Law attorneys discuss timely employment issues**

December 23, 2015

**Nemeth Law attorney named board chair of Assured Family Services (AFS)**

December 22, 2015

**Nemeth Law attorney offers tips for navigating holiday work parties and celebrations**

November 18, 2015

**SPEAKING ENGAGEMENTS**

**MDTC Winter Meeting: The Future of Law and Your Practice**

Speaking Engagement, November 4, 2022

**NOTED PRESENTATIONS AND PUBLICATIONS**

- Detroit Legal News Interview, "Attorney looks at responsibility of employers in new OSHA ruling on COVID-19 vaccine mandate," November 2021
- Detroit Free Press Interview, "How Michigan businesses are preparing to implement Biden COVID-19 vaccine, testing rule," November 2021
- Detroit News Interview, "Biden's vaccine mandate: Here's what employers, employees should know," September 2021

- Fox 2 News Interview, "Questions linger after Biden announces vaccine requirements for businesses," September 2021
- Channel 4 News Interview, "Metro Detroit businesses confused over national mask, vaccine mandates," September 2021
- Fox 2 News Interview, Let it Rip "Should masks be mandated?" August 2021
- Today Headline.com Interview "Can brokerages require agents to get their shots?" August 2021
- The Detroit News Interview "Pontiac's UWM bucks work-from-home trend" August 2021
- The Feldman Report WWJ Radio, "Firing Remotely" July 2021
- "Attorneys as Public Bodies Under the WPA - Still The Law In Michigan, and Still A Curious Interpretation Of The Act," Co-Author, Michigan Defense Quarterly, Volume 37, No. 4 - 2021
- Fox 2 News Interview, "Your Take: As we go back to work can bosses ask about or demand vaccinations?" June 2021
- The Detroit News Interview, "Workplace pot policies shift law, culture, federal rules," June 2021
- CCTV Interview (Civic Center TV) "Legality of businesses requiring in person work and vaccinations for their employees," June 2021
- LEXOLOGY, "Has remote hiring made remote firing acceptable?" June 2021
- Fox 2 News Interview, "The COVID-19 vaccine and mask questions are coming as we go back to work," June 2021
- "Hot topics on the minds of employers? Recreational marijuana use is no longer on the list...but religion is," Detroit Legal News, April 2021
- Fox 2 News Interview, "Your Take: Can employers force you to get vaccinated?" April 2021
- Fox 2 News Interview, "Protesters' Rights at Work," What can your employer do if you are seen in violent protests? January 2021
- WWJ Radio Interview regarding "can your employer mandate you get the COVID vaccine?" December 2020
- "Holiday Parties in 2020 with a twist," Michigan Lawyers Weekly, December 2020
- "Pandemic Performance Reviews Pose Challenges for Managers," Michigan Lawyers Weekly, Detroit Legal News and HR.com, August 2020
- "Is a furlough a kinder, gentler lay-off?" Detroit Legal News, April 2020
- WADL, News NOW, Interview regarding Sexual Harassment in the Workplace, Harvey Weinstein and the Coronavirus, March 2020
- "Weinstein verdict should have employers looking at their sexual harassment policies and practices," Detroit Legal News, February 2020
- WWJ Radio Interview regarding business travel due to the Coronavirus Outbreak in China, February 2020
- Fox 2 News Interview, new laws and trends impacting the workplace. "Legalization on sports betting in the workplace-online betting." Discrimination in the workplace. What is appropriate/not appropriate conduct in the workplace, "Going along to get along," January 2020
- "Company drug use policies predominate Michigan's recreational marijuana law," Detroit Legal News, November 2019
- "Emerging Trends in Employment Litigation: Hot Issues in a #MeToo World," Michigan Defense Trial Counsel (MDTC) Annual Meeting and Conference, June 2019
- "Making Sure That Your Employment Agreements Mean What They Say: Recent Roadblocks for Mandatory Arbitration Provisions and Shortened Limitations Periods," Co-Author, Michigan Defense Quarterly, Volume 35, No. 4 - 2019

- “New federal overtime rules could boost some pay for some workers,” Interview, Detroit Free Press, March 2019
- “ ‘Tis the Season...for personal injury claims,” Detroit Legal News, November 2018
- “Kids, These Days, Can Get Away With Filing Lawsuits,” Co-author, Michigan Defense Quarterly, Volume 35, No. 1 - 2018
- “2018 Employment Law Update,” Raising the Bar, Nemeth Law, P.C., January 2018
- “Introducing Nuance to the Whistleblowers’ Protection Action,” Co-Author, Michigan Defense Quarterly, Volume 34, No. 3 - 2018
- “Welcome to the United States! Passport, attorney-client information, and trade secrets, please,” Co-author, Michigan Defense Quarterly, Volume 34, No. 1 - 2017
- “The Disfavoring of Non-Compete Agreements For Low-Income Wage Earners,” Co-author, Michigan Defense Quarterly, Volume 33, No. 3 - 2017
- “The FLSA Changes Are Coming: Business Considerations and Implementation Strategies,” Co-author, Michigan Defense Quarterly, Volume 33, No. 2 - 2016
- “Trade-Secrets Litigation under Michigan Law and the New Defend Trade Secrets Act,” Co-author, Michigan Defense Quarterly, Volume 33, No. 1 - 2016
- “Employer v. Employee Side of Social Media Policy,” NADONA 29th Annual Convention and Expo, November 2016
- “Dealing with The Problem Employee,” Raising the Bar, Nemeth Law, P.C., May 2016
- “Study Suggests Some Employers May Disfavor Job Seekers Who Disclose a Disability,” Co-author, Michigan Defense Quarterly, Volume 32, No. 3 - 2016
- Fox 2 News, The Job Shop, “What they cannot ask you during a job interview,” February 2016
- “Successfully Defending Unemployment Claims,” Raising the Bar, Nemeth Law, P.C., October 2015
- “Managing Religion in the Workplace: Tattoos, Body Piercings, Headwear,” Raising the Bar, Nemeth Law, P. C., June 2014
- “Workplace Violence, Safety, and Security: Risk Assessment and Prevention,” Michigan HR Day, April 2014
- “Workplace Violence, Safety, and Security: Risk Assessment and Prevention,” Raising the Bar, Nemeth Law, P.C., September 2013
- “Labor and Employment Law Update: Social Media Networking Sites and Employment Related Decisions,” Sterling Education Services, February 2013
- “Privacy, Social Media and Employment Law in the Workplace,” Sterling Educational Services, January 2011
- “Investigator Beware: Even Employees with Tangential Roles in Internal Investigations May be Deemed to ‘Oppose’ Discrimination Under Title VII,” Employment Law 360, February 2009
- “Internal Employer Investigation of Discrimination Complaints: Proceed with Caution,” Detroit Legal News, February 2009
- “Recent Interpretations of the Bullard-Plawecki Employee Right to Know Act,” LACHES, August 2008
- Health Care Association of Michigan Annual Convention, “Identity Theft Issues in the Workplace,” September 2007; “Disciplining and Terminating Employees,” September 2004
- “Strategic HR Management-Employment Law,” Eastern Michigan University, 2005 and 2007
- “Employment Law Made Easy,” Detroit Regional Chamber of Commerce, Small Business Conference, November 2005
- “Annual Survey of Employment and Labor Law,” Co-author, Wayne Law Review, 2005-2010, 2012, 2014-2015, 2019



- “Non smoking Rules in the Workplace,” Public Television Channel QTV (Delta College), 2004

## **PUBLICATIONS**

### **Remote Firing segment with Brooke Allen - Critical Mention**

Publication, November 8, 2022

## **BLOG POSTS**

### **MIOSHA Departs with its COVID-19 Emergency Rules for Non-Healthcare Workplaces**

*Nemeth Bonnette Brouwer Employment Blog*, June 23, 2021

### **New COVID Relief Bill Extends FFCRA On Voluntary Basis Only**

*Nemeth Bonnette Brouwer Employment Blog*, March 10, 2021

### **The EEOC Offers Guidance on How to Accommodate Religious Beliefs in the Workplace and When Religion-Based Employers May Be Exempt from Title VII**

*Nemeth Bonnette Brouwer Employment Blog*, February 17, 2021

### **Sixth Circuit Nixes Shortened Limitations Periods for Title VII Discrimination Claims, Even Where The Employee Agrees**

*Nemeth Bonnette Brouwer Employment Blog*, October 4, 2019

### **Holiday Office Parties**

*Nemeth Bonnette Brouwer Employment Blog*, December 12, 2018

### **Summer Dress Code**

*Nemeth Bonnette Brouwer Employment Blog*, June 11, 2018

### **Michigan Court of Appeals: Agreements to Arbitrate Must Provide Clear Notice of Waiver of Discrimination Claims**

*Nemeth Bonnette Brouwer Employment Blog*, January 11, 2017

### **Pokémon Go: What Is It, Why Should Employers Care, and What Should They Do About It?**

*Nemeth Bonnette Brouwer Employment Blog*, July 19, 2016

### **What the Updated Federal Overtime Regulations Mean for Employers**

*Nemeth Bonnette Brouwer Employment Blog*, May 18, 2016

### **Study Suggests Some Employers May Disfavor Job Seekers Who Disclose a Disability**

*Nemeth Bonnette Brouwer Employment Blog*, December 1, 2015

### **DOL Sets 2016 Deadlines for Persuader and Overtime Rules**

*Nemeth Bonnette Brouwer Employment Blog*, November 24, 2015

### **OSHA Penalties to Increase for First Time in 25 Years**

*Nemeth Bonnette Brouwer Employment Blog*, November 5, 2015