



PATRICIA NEMETH

OF COUNSEL

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Patricia Nemeth is the founder of Nemeth Bonnette Brouwer. An accomplished and highly respected attorney, Patricia's contributions to Michigan's legal profession are legend and her many awards and accolades reflect the impact she has had on the legal community, notably in labor and employment. A versatile attorney known to advocate aggressively but civilly for her clients, Patricia has found career success as a litigator, investigator, consultant, and certified mediator. Now serving the firm of counsel, her practice focuses on counseling, investigations and mediation - seeking a peaceful resolution to all types of civil litigation matters, including employment - and serving as an employment arbitrator and commercial arbitrator. Patricia's experience and wisdom make her a valued collaborator within the firm, strategizing with attorneys on employment discrimination and traditional labor issues.

Patricia's areas of expertise include religious, ethnic, and gender discrimination, sex, race, and ethnic harassment, wrongful discharge, union organizing activities and multi-party lawsuits. Industries served include healthcare, nursing homes, retail, manufacturing, gaming, insurance, and government entities.

Honors & Awards

- Lawyer of the Year, Best Lawyers®, 2022
- Class of 2021, Hall of Fame, Michigan Lawyers Weekly
- Excellence in Defense Award, Michigan Defense Trial Counsel 2020
- Elected a Fellow of The College of Labor and Employment Lawyers. Election as a Fellow is the highest recognition by one's colleagues of sustained outstanding performance in the profession, exemplifying integrity, dedication, and excellence.
- 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
- Best Lawyers® in America – Employment Law-Management | Labor Law-Management | Litigation-Labor and Employment, 2010-2023

PRACTICES

Counseling
Grievance Arbitration
Investigations
Litigation
Mediation Services

ADMISSIONS

- Michigan
- Illinois

EDUCATION

- Master of Labor Law (LL.M.), with honors – Wayne State University School of Law
- Juris Doctor (J.D.) – Wayne State University School of Law

- Distinguished Law Alumni Award - Wayne State University Law School, 2016
- Leading Lawyers, ADR Law: Employment | Employment Law: Management | Labor Law: Management, 2014 to present
- "Top 25 Women Business Leaders in Michigan," Super Lawyers 2013, 2015-2018
- Michigan Super Lawyers – 2006 to present, including recognition as one of the top 50 Women Super Lawyers in the State of Michigan
- "Leaders in the Law" - Michigan Lawyer's Weekly, 2009
- Detroit's Top Lawyers – DBusiness Magazine, 2009-2019
- Women in the Workplace Leadership Award – Michigan Business Professionals Association, 2010
- One of the 100 most influential women in Southeast Michigan – Inforum, 2008
- Labor and Employment Law Delegate to China, 2006

Arbitration/Mediation/Investigation

- American Arbitration Association; Certified Arbitrator (Employment)
- American Arbitration Association; Certified Arbitrator (Commercial)
- American Arbitration Association; Court Approved Mediator
- International Mediation Institute; Certified Mediator
- State of Michigan, Court Approved Mediator
- Association of Workplace Investigators; Certified Investigator
- Title IX Investigator, Certified (ATIXA)

Civic

- Mosaic Youth Theatre of Detroit, Board member, 2014-2017, Vice Chair/Secretary 2017-2020
- Former Vista Maria Vice Chair/Executive Board member; Vista Maria's Marketing and Fund Development Committee (with Vista Maria for 12 years). Ms. Nemeth was presented with the Distinguished Volunteer Award by the Association of Fundraising Professionals in 2005 for her work with Vista Maria. In 2011, Ms. Nemeth received an award from Vista Maria for Outstanding Board Leadership.
- Graduate, 2004-2005 Leadership Detroit XXVI Class.

Professional

- American Bar Association, ADR International Committee
- American Bar Association, Labor and Employment Law Section; ADR Section; Women in Dispute Resolution Section; International Law Section

- Bachelor of Arts (B.A.), Psychology, Sociology, with honors – University of Michigan, Ann Arbor

LICENSED TO PRACTICE IN

- State Courts in Michigan and Illinois
- Michigan State Appellate Courts
- Michigan and Illinois Supreme Court
- Eastern District of Michigan
- Western District of Michigan
- Sixth Circuit Court of Appeals
- United States Supreme Court

- State Bar of Michigan, Labor and Employment Law Section, ADR Section and International Law Section
- Detroit Regional Chamber of Commerce
- American Arbitration Association Task Force for Employment Arbitrations

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

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 attorneys named to 2022 Leading Lawyers list

July 21, 2022

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 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 founder Patricia Nemeth named to Michigan Lawyers Weekly Class of 2021 Hall of Fame

March 11, 2021

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 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 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

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

Nemeth Law founder Patricia Nemeth receives Michigan Defense Trial Counsel award for Excellence in Defense

January 31, 2020

Nemeth Law founder inducted as a Fellow into the College of Labor and Employment Lawyers

November 14, 2019

Nemeth Law adds Elite Work-Life Balance Award to its Metro Detroit's 101 Best & Brightest Companies to Work For honor

October 25, 2019

Nemeth Law named one of Metro Detroit's 101 Best & Brightest Companies to Work For; it's the 18th time the firm has received the recognition

September 4, 2019

Nemeth Law partners named to 2019 Michigan Super Lawyers

September 3, 2019

Nemeth Law founder named among The Best Lawyers in America® for 2020

August 15, 2019

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

January 2, 2019

Nemeth Law founder named Top Lawyer for 2019 by DBusiness magazine

November 2, 2018

Nemeth Law again named one of Metro Detroit's 101 Best & Brightest Companies to Work For

September 13, 2018

Nemeth Law partners named to 2018 Michigan Super Lawyers

September 7, 2018

Nemeth Law founder, shareholders named to Michigan Leading Lawyers list

September 4, 2018

Nemeth Law founder listed in The Best Lawyers in America® 2019

August 16, 2018

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

July 3, 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

Is the question of salary history...history? New 9th Circuit Court decision forbids questions of prior salary in setting new hire pay in select states; Michigan bucks the trend

April 12, 2018

Nemeth Law founder, shareholders named to Michigan Leading Lawyers list

January 12, 2018

Nemeth Law founder named to Notable Women Lawyers in Michigan List

December 13, 2017

Nemeth Law included on U.S. News & World Report and Best Lawyers 2018 list of "Best Law Firms"

November 15, 2017

Nemeth Law founder named vice chair of Mosaic Theatre board

October 24, 2017

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

October 23, 2017

Nemeth Law founder featured in new ABA book about successful women lawyers

October 17, 2017

Nemeth Law founder named to DBusiness Top Lawyers List

September 22, 2017

Nemeth Law again named one of Metro Detroit's 101 Best & Brightest Companies to Work for

August 16, 2017

Competing employee rights in the workplace is the new labor and employment law issue de jour - and it's not going away

August 16, 2017

Nemeth Law founder listed in The Best Lawyers in America© 2018

August 15, 2017

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

July 7, 2017

Following Uber's sexual harassment house cleaning, Detroit employment attorney looks at today's corporate culture, sees need for more training and disciplinary measures

June 7, 2017

Nemeth Law founder serves as panelist at Women Lawyers Association meeting

May 19, 2017

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

April 5, 2017

New Michigan Limousine, Taxicab and Transportation Network Company Act goes into effect March 21; clarifies employment status of Uber and Lyft drivers

February 22, 2017

Nemeth Law founder named to Michigan Leading Lawyers List, Advisory Board

January 4, 2017

Nemeth Law again included on U.S. News & World Report and Best Lawyers 2017 list of "Best Law Firms"

November 1, 2016

Nemeth Law attorneys discuss timely employment issues

October 24, 2016

Nemeth Law attorneys named to 2016 Michigan Super Lawyers

September 1, 2016

Nemeth Law founder listed in The Best Lawyers in America© 2017

August 16, 2016

Nemeth Law again named one of Metro Detroit's 101 Best & Brightest Companies to Work For

August 12, 2016

Nemeth Law attorneys discuss timely employment issues

June 30, 2016

Nemeth Law Attorney Offers Tips for Employers in Wake of Orlando Shooting

June 14, 2016

From Michigan public school bathrooms to the workplace, LGBT issues expanding for employers

March 31, 2016

Nemeth Law founder to receive Wayne State University Law School Distinguished Alumni award

March 24, 2016

Associate attorney joins Nemeth Law

March 7, 2016

Nemeth Law founder named to Michigan Leading Lawyers List, Advisory Board

January 13, 2016

Nemeth Law attorneys discuss timely employment issues

December 23, 2015

2016 Labor and Employment Update is focus of Nemeth Law's Raising the Bar series on January 20, 2016

December 15, 2015

Nemeth Law attorney considers the need for new classification of on-demand workers

December 3, 2015

Nemeth Law included on U.S. News & World Report and Best Lawyers 2016 list of "Best Law Firms"

November 2, 2015

Nemeth Law's Raising the Bar series on October 14th presents: Successfully Defending Unemployment Claims: So You Want to be your Own Lawyer?

September 25, 2015

Nemeth Law attorneys named to DBusiness Top Lawyers List

September 22, 2015

Nemeth Law founder listed in The Best Lawyers in America 2016

August 19, 2015

Nemeth Law again named one of Metro Detroit's 101 Best & Brightest Companies to Work For

August 6, 2015

Nemeth Law attorneys discuss timely employment issues

June 25, 2015

Nemeth Law's Raising the Bar series presents: Employee Leave Policies that Work on May 20

April 30, 2015

On-demand workers: workforce trend or business model that's here to stay?

April 20, 2015

Nemeth Law P.C. founder named Leading Lawyer for 2014-2015

January 20, 2015

Five tips to safely hosting the company holiday party

December 9, 2014

Nemeth Law included on U.S. News & World Report and Best Lawyers list of "Best Law Firms"

November 4, 2014

Nemeth Law founder joins board of directors of Mosaic Youth Theatre of Detroit

November 3, 2014

Nemeth Law's Raising the Bar series presents: Managing Pregnancy in the Workplace on October 15

September 22, 2014

Nemeth Law attorneys named to 2014 Michigan Super Lawyers and Rising Star lists

Founding partner also named among Michigan's Top 50 Women Michigan Super Lawyers

September 5, 2014

Nemeth Law founder listed in The Best Lawyers in America 2015

August 18, 2014

NOTED PRESENTATIONS AND PUBLICATIONS

Ms. Nemeth has written and co-authored numerous articles, as well as the Annual Survey of Michigan Employment and Labor Law, Wayne Law Review, for Wayne State University School of Law.

Publications and presentations of particular note include:

- "The Art and Value of Persuasion in ADR: Trials and Tribulations for Litigators, Mediators, and Judiciary," Panelist, MDTC Winter Meeting, – November 2021
- "Usage Guidelines of Marijuana within the Airport Workforce," Airport Council International, 2020 Risk Management Conference - January 2020
- "Leaders and Innovators: Women Entrepreneurs and Leadership," Panelist, WWJ Newsradio - April 2019
- "2019 Labor and Employment Law Update," Nemeth Law's Raising the Bar – January 2019
- "Sexual Harassment Policies and Investigations," ICLE – November 2018
- "Managing the Arbitration Process with Pro Se Parties," American Arbitration Association – October 2018
- "Resolving Tough Cases through Mediation," State Bar of Michigan, Labor and Employment Law Section Council – June 2018
- "The Sticky Question of Salary History," Crain's Detroit Business, Blog – May 2018
- "Is the Question of Salary History...History?" Detroit Legal News – April 2018
- "Constituents Weigh In On Conyers Sexual Harassment Ethics Probe," Chanel 7 News – November 2017
- "A Side Bar with Patricia Nemeth," Michigan Lawyers Weekly – November 2017
- "Grit, the Secret to Advancement: Stories of Successful Women Lawyers," American Bar Association – October 2017
- "Uber's Sexual Harassment House-Cleaning a Reminder of Need for Visible Policies, Disciplinary Measures," Crain's Detroit Business, Blog – June 2017
- "From Flattery to Fear-Looking at Sexual Harassment in Everyday Life," Panelist, WLAM, Wayne Law Annual Meeting – May 2017
- "Intensive HR Labor and Employment Law Training Program," Nemeth Law Seminar - August 2016
- "Inside the New Overtime Rules: Practical Guidelines for Employers," Nemeth Law Webinar - June 2016
- "The On-Demand Workforce: Spotlight on Employee Misclassification," Co-author, Michigan Defense Quarterly – May 2016

- “When A Vague Claim of ‘Hostile Work Environment’ is A Discrimination Complaint,” Co-author, Michigan Defense Quarterly – November 2015
- “Joint Employer Status, Franchisors and Franchisee – Paying the Cost to be the Boss,” panelist and presenter, Bernard Gottfried Memorial Law Symposium – October 2015
- “Accommodating Pregnancy in the Long Term Care Environment,” HCAM/MCAL Annual Convention – September 2015
- “Opinion: Tragedy in Virginia Opens New Chapter for Employers,” Crain's Detroit Business, Blog - August 2015
- “ ‘Digital Native’ Recruiting Term Can Raise Concerns of Age Discrimination,” Detroit Legal News - July 2015
- “Starting Your Own Law Firm: Advice From Women Who've Done It,” Michigan LELS - June 2015
- “Legal Trends: Employer Criminal Background Check Policies,” Co-author, Michigan Defense Quarterly – April 2015
- “Five Qs: Patricia Nemeth on Employment Law Changes,” DBusiness Daily News - January 2015
- “Managing Pregnancy in the Workplace,” Nemeth Law Raising the Bar - October 2014”
- “Legal Implications of Employer-Sponsored Wellness Programs,” Co-author, SHRM - January 2014
- “The Road to Independence: 101 Women's Journeys to Starting Their Own Law Firms,” Contributor, ABA - 2011
- “Not Always Black and White,” Co-author, Michigan Lawyers Weekly
- “The Debate Over Michigan’s Right-To-Work Law,” Co-author, Employment Law 360
- “Unemployment: How to Defend and Prepare,” Health Care Association of Michigan
- “Minimize Risks While Hosting a Holiday Party at Work,” Co-author, Corp! Magazine
- “What’s your Facebook Password? NoneOfYourBusiness,” Co-author, Michigan Lawyers Weekly
- “Employer Issues Before and After a Disaster: Is Your Company Prepared,” Author, Detroit Regional Chamber
- “Starting Your Own Law Practice,” Author, Young Lawyers Section of State Bar of Michigan
- “Don’t Let Election Politics Disrupt Your Workplace,” Co-author, Corp! Magazine
- “Don’t be Blind-Sided by GINA,” Co-author, Executive Counsel
- “Genetic Discrimination in Employment,” Co-author, Michigan Bar Journal
- “Annual Survey of Michigan Employment and Labor Law,” Co-author, Wayne Law Review, 2005-present
- “Seeking Clarity on Michigan Medical Marijuana Law,” Co-author, Employment Law 360
- “To Blog or Not to Blog: Employee and Employer Guidelines,” Co-author, Michigan Lawyers Weekly

Ms. Nemeth has presented employment law seminars and participated as a speaker or panelist for a variety of groups including:

- AIG
- American Society of Employers
- Beazley Group
- Channel 4 News
- Chubb Group of Insurance Companies
- Comcast Newsmakers
- Due Process and the Law (Detroit Public Television)

- Health Care Association of Michigan
- Institute of Continuing Legal Education
- Joint Labor Management Counsel
- Michigan Municipal Risk Management Association
- Michigan Public Employer's Relations Association
- National Association of Legal Secretaries
- State Bar of Michigan
- Traveler's Insurance Group
- WDET – All Things Considered
- WDET – The Craig Fahle Show
- Women Entrepreneurs of Canada
- WWJ – 950 Radio

BLOG POSTS

Estate of Employee Stabbed at Work Could Not Sue Employer in Court

Nemeth Bonnette Brouwer Employment Blog, April 1, 2019

Are Sexual Assault Claims Subject to Mandatory Arbitration?

Nemeth Bonnette Brouwer Employment Blog, March 26, 2019

Courts Interpret Title VII to Include Protection for Transgender Status and Sexual Orientation

Nemeth Bonnette Brouwer Employment Blog, March 26, 2018

Filing your EEO-1 Report by March 31

Nemeth Bonnette Brouwer Employment Blog, March 19, 2018

Transgender Status: the Military and Employment

Nemeth Bonnette Brouwer Employment Blog, September 18, 2017

Independent Contractors, the Gig Economy and the Law

Nemeth Bonnette Brouwer Employment Blog, February 23, 2017

Court Says Uber Drivers Are Independent Contractors – New Michigan Law Agrees

Nemeth Bonnette Brouwer Employment Blog, February 8, 2017

How Trump's Win Could Impact President Obama's Employment-Related Executive Orders

Nemeth Bonnette Brouwer Employment Blog, November 17, 2016

Federal Court Permanently Blocks DOL Persuader Rule

Nemeth Bonnette Brouwer Employment Blog, November 17, 2016

Franchisors Should be Wary After McDonald's Settlement

Nemeth Bonnette Brouwer Employment Blog, November 4, 2016

Controversial Overtime Regulations Spur Lawsuits and Legislation

Nemeth Bonnette Brouwer Employment Blog, September 30, 2016

Your Employees, the I-9 and the Law

Nemeth Bonnette Brouwer Employment Blog, August 11, 2016

Employers That Use Temporary or Staffing Agency Employees Face New Legal Challenge

Nemeth Bonnette Brouwer Employment Blog, August 3, 2016

Significant Increases for Form I-9 Penalties on the Way

Nemeth Bonnette Brouwer Employment Blog, July 28, 2016

Orlando Terrorist Incident a Reminder for Employers

Nemeth Bonnette Brouwer Employment Blog, June 13, 2016

New OSHA Regulations Will Publicize Employer Injury Occurrences

Nemeth Bonnette Brouwer Employment Blog, May 27, 2016

Wellness Program Regulations Update: EEOC Finalizes ADA and GINA Rules

Nemeth Bonnette Brouwer Employment Blog, May 19, 2016

What Employers Need to Know about the New Defend Trade Secrets Act

Nemeth Bonnette Brouwer Employment Blog, May 16, 2016

Employers Need Rapid Response Plan to Counteract New NLRB Union Organizing Rules

Nemeth Bonnette Brouwer Employment Blog, May 6, 2016

Transgender Employees, Bathroom Access and the Law

Nemeth Bonnette Brouwer Employment Blog, April 25, 2016

Health, Wellness Plans and the Law

Nemeth Bonnette Brouwer Employment Blog, March 31, 2016

EEOC Files First Lawsuits Alleging Sexual Orientation Discrimination Under Title VII

Nemeth Bonnette Brouwer Employment Blog, March 15, 2016

Wellness Program Regulations Update: GINA and Flambeau, Inc.

Nemeth Bonnette Brouwer Employment Blog, February 23, 2016

The Zika Virus, Travel Plans and the Law

Nemeth Bonnette Brouwer Employment Blog, February 12, 2016

Michigan Employers – Don't Forget to Update Your Michigan Minimum Wage Poster

Nemeth Bonnette Brouwer Employment Blog, December 16, 2015

Implementation of New DOL Overtime Rules Extended

Nemeth Bonnette Brouwer Employment Blog, November 19, 2015