



TERRY W. BONNETTE

PARTNER

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From law clerk to partner, Terry Bonnette's entire legal career has focused on serving the firm's clients with integrity, creativity, wisdom and wit. Terry's practice encompasses traditional labor law and employment law counseling, training, and litigation. In the counseling realm, Terry covers a wide range of contract compliance and regulatory issues, including FMLA, Wage and Hour, and the ADA. He is also an experienced litigator, representing clients before state and federal courts, administrative agencies and arbitrators, on issues including employment discrimination, harassment, disability, and retaliation. Prior to law school, Terry was a speech and forensics coach at Bradley University, where he was on the speech and forensics team as an undergrad. He also coached at Illinois State University while in graduate school, and at Eastern Michigan University, where he coached forensics and served as an adjunct faculty member. In all, Terry coached an impressive 44 individual national champions during his forensics coaching career. He draws upon that experience today to provide classroom-style training for both human resource professionals and front-line managers on topics such as discrimination and harassment prevention, civility in the workplace, and responding to requests for accommodation. He also created the firm's *Raising the Bar* more than a decade ago - an educational series focused on increasing employer awareness of trending issues in employment law. Possessing outstanding presentation skills, Terry is frequently called upon by local, state, and national organizations, as well as the media, to speak on a wide range of labor and employment topics and workplace trends.

Honors & Awards

- Michigan Go To Lawyer in Employment Law, Michigan Lawyers Weekly, 2021
- Michigan Super Lawyers, 2019-2023
- Leading Lawyers, Employment Management and Labor Management, 2018-2023

PRACTICES

Counseling
Grievance Arbitration
Investigations
Litigation
Negotiations

ADMISSIONS

- Michigan

EDUCATION

- Juris Doctor (J.D.),
Wayne State
University Law
School
- Master of Science
(M.S.),
Communication and
Rhetoric, Illinois State
University
- Bachelor of Science
(B.S.),
Communication,
Bradley University

LICENSED TO PRACTICE IN

- Michigan State
Courts
- Eastern District of
Michigan
- Western District of
Michigan

Civic

- Board Chair, Mosaic Youth Theatre of Detroit
- Advisory Board Member, Equality Research Center, 2014-2018

- Northern District of Ohio
- Sixth Circuit Court of Appeals
- U.S. Supreme Court

Professional

- Member, State Bar of Michigan, Labor and Employment Law Section and Alternative Dispute Resolution Section
- Member, American Bar Association, Labor and Employment Law Section and Litigation Section

News & Events

NEWS

Nemeth Bonnette Brouwer trio again awarded 2023 Michigan Super Lawyers recognition

Firm News, August 11, 2023

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 Law announces 2022 Michigan Super Lawyers

Firm News, August 12, 2022

Nemeth Law attorneys discuss timely labor and employment topics

July 29, 2022

Nemeth Law attorneys named to 2022 Leading Lawyers list

July 21, 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 attorneys selected to 2021 Michigan Super Lawyers

August 18, 2021

Nemeth Law attorneys named to 2021 Leading Lawyers list

July 28, 2021

Nemeth Law co-managing partner Terry Bonnette named a Michigan Lawyers Weekly Go To Lawyer in Employment Law

April 26, 2021

As employers adopt virtual interviewing as a new norm, it's time to revisit the remote process for legal compliance

February 5, 2021

Nemeth Law kicks off 2021 Raising the Bar series via live ZOOM January 27; session will take stock of updates in labor and employment law and address what's ahead for employers

January 14, 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

To vaccinate or not vaccinate the workplace? Question facing employers has multi-pronged decision tree

December 9, 2020

Nemeth Law attorneys named to 2020 Michigan Super Lawyers

September 18, 2020

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

May 7, 2020

Will the receptionist be the new sheriff in town? Health and safety protocols accompanying return to work regulations will require a front person to track - and turn away - visitors

April 30, 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 discusses timely labor and employment topics in third quarter 2019

October 7, 2019

Nemeth Law partners named to 2019 Michigan Super Lawyers

September 3, 2019

With summer here, Michigan employers should know the rules when hiring teen workers

June 19, 2019

Employers must act promptly to meet controversial new EEO-1 reporting obligations by September 30, 2019

April 26, 2019

Nemeth Law partner breaks down Michigan's new paid medical leave law

March 19, 2019

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

January 2, 2019

Michigan employers to tackle yet another change to their policy manuals as Gov. Snyder signs amended minimum wage and paid sick time legislation into law

December 17, 2018

Nemeth Law attorney offers 10 factors employers should address in telecommuting policies as new census report reveals 8 million Americans now primarily work from home

October 2, 2018

Nemeth Law founder, shareholders named to Michigan Leading Lawyers list

September 4, 2018

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

July 3, 2018

Virtual asset or virtual nightmare? Nemeth Law's Raising the Bar revisits the pros and cons of virtual employment on May 23

May 2, 2018

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

March 28, 2018

Unpaid internships are back - and legal - under new Department of Labor guidelines

February 5, 2018

Nemeth Law founder, shareholders named to Michigan Leading Lawyers list

January 12, 2018

Nemeth Law's Raising the Bar series continues on January 24 with 2018 Labor and Employment Law Update

January 12, 2018

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

October 23, 2017

Nemeth Law's Raising the Bar series continues on October 11th with 'Managing workplace investigations and their role in minimizing poor behavior'

October 2, 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 attorneys discuss timely labor and employment topics in second quarter 2017

July 7, 2017

Best practices for competing "rights" in the workplace is the focus of Nemeth Law's Raising the Bar series on May 16th

April 20, 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

What employers need to know to remain compliant in 2017 is the focus of Nemeth Law's Raising the Bar series on January 18th

January 5, 2017

Nemeth Law attorneys discuss timely employment issues

October 24, 2016

Paying the Price for Employees Behaving Badly is the focus of Nemeth Law's Raising the Bar series on October 5, 2016

September 23, 2016

Nemeth Law attorneys discuss timely employment issues

June 30, 2016

Department of Labor Issues Final Overtime Expansion Rule

May 19, 2016

Dealing with the problem employee is focus of Nemeth Law's Raising the Bar series on May 18, 2016

April 20, 2016

Nemeth Law attorneys discuss timely employment issues

April 1, 2016

Nemeth Law attorneys discuss timely employment issues

June 25, 2015

SPEAKING ENGAGEMENTS

ASE presentation overview from Nemeth Bonnette Brouwer

Speaking Engagement, March 16, 2023

American Arbitration Association Webinar

Speaking Engagement, November 15, 2022

NOTED PRESENTATIONS AND PUBLICATIONS

Mr. Bonnette has presented, written, and co-authored articles on a number of topics, some highlights include:

- "Reasonable suspicion? Addressing growing employee substance abuse trends," Michigan Lawyers Weekly, October 2023
- "Substance Abuse Issues in Remote Work," American Society of Employers, September 2023
- "What's Happening with The FMLA," Institute of Continuing Legal Education, April 2023
- "Legal Compliance Issues in The World of Work," American Society of Employers, March 2023
- "What is a Reasonable Accommodation in a Post-Pandemic Environment?" Ask the Lawyer Webinar, American Society of Employers, October 2021
- "What Does It Mean to Be Disabled Under the Americans with Disabilities Act (ADA)," Comcast NewsMakers, August 2021
- "Can employers make employees get vaccinated? And will they?" Daily Detroit Podcast, June 2021
- "Litigating Employment Cases in a Remote World," Institute of Continuing Legal Education, April 2021
- "Time to Revisit the Remote Process for Legal Compliance," Detroit Legal News Interview, January 2021
- "2021 Labor and Employment Law Update," Nemeth Law's Raising the Bar Webinar, January 2021
- "Attorney weighs in on legality of vaccination mandates in the workplace," Chanel 7 News Interview, December 2020
- "Evolving Strategies for Bringing Back the Workforce," American Society of Employers, December 2020
- "Elephants and Donkeys in the Workplace: Best Practices to Keep It Civil in an Election Year," Institute of Continuing Education, August 2020
- "2020 Labor and Employment Law Update," Nemeth Law's Raising the Bar, January 2020
- "Mobilizing Civility: Creating a Culture of Respect," Nemeth Law's Raising the Bar, October 2019
- "When Employee Rights Collide: LGBT Rights Under the Law," American Society of Employers, August 2019
- "Theft of Employer Property & Electronic Evidence: You Can't Take It With You-or Can You?" Institute of Continuing Legal Education, April 2019

- "How Employers Can Be Compliant with Michigan's New Paid Medical Leave Law," Blog, Crain's Detroit Business, March 2019
- "2019 Labor and Employment Law Update," Nemeth Law's Raising the Bar, January 2019
- "Best Practices for Managing Competing 'Rights' in the Workplace," MISHRM, October 2018
- "How Technology Is Changing the Workplace, Hylant Group, September 2018
- "Managing the 'Tug of War' Between Proactive Diversity & Inclusion Efforts and Legal Risk Concerns," American Society of Employers, August 2018
- "Virtual Employment Revisited," Nemeth Law's Raising the Bar, May 2018
- "Technology & Communication: Legal Issues in Long-Term Care," HCAM/MCAL Spring Leadership Conference, March 2018
- "Best Practices for Managing Competing 'Rights' in the Workplace," American Society of Employers, March 2018
- "2018 Labor and Employment Law Update," Nemeth Law's Raising the Bar, January 2018
- "Conducting Workplace Investigations," Nemeth Law's Raising the Bar, October 2017
- "Social Media and Patients' Rights," Healthcare Association of Michigan, September 2017
- "My Employees Won't Work Saturdays, What Do I Do?" American Society of Employers, August 2017
- "He Said, She Said. Who is More Credible?" Mid-Michigan Employment Law Workshop, June 2017
- "Best Practices for Managing Competing 'Rights' in the Workplace," Nemeth Law's Raising the Bar, May 2017
- "Making Credibility Determinations During Internal Investigations," Institute of Continuing Legal Education, April 2017
- "2017 Labor and Employment Law Update," Nemeth Law's Raising the Bar, January 2017
- "Paying the Price For Employees Behaving Badly," Nemeth Law's Raising the Bar, October 2016
- "He Said, She Said. Who is More Credible?" American Society of Employers, September 2016
- "Intensive HR Labor and Employment Law Training Program," Nemeth Law Seminar, August 2016
- "Inside the New Overtime Rules: Practical Guidelines for Employers," Nemeth Law's Webinar, June 2016
- "Dealing with The Problem Employee," Nemeth Law's Raising the Bar, May 2016
- "Hot Topics in Labor Law" and "Employer vs. Employee Side of Social Media Policy," HCAM/MCAL 2016 U.P. Education Conference, May 2016
- "Ignorance is Not Bliss: Staying on Top of the Changing Legal Landscape," American Society of Employers, March 2016
- "2016 Labor and Employment Law Update," Nemeth Law's Raising the Bar, January 2016
- "Accommodating Pregnancy in the Long Term Care Environment," HCAM/MCAL Annual Convention, September 2015
- "Hot Topics in Labor and Employment Law," LAHRA, September 2015
- "Juggling the FMLA, PDA, ADA, Workers Comp, STD, LTD, and Your Handbook: Leave Policies That Work," Nemeth Law's Raising the Bar, May 2015
- "Managing Religion In Long Term Care," HCAM/MCAL 2015 U.P. Education Conference, May 2015
- "2015 Labor and Employment Law Update," Nemeth Law's Raising the Bar, January 2015
- "Everything You've Ever Wanted to Ask a Lawyer but didn't Want to Pay For," American Society of Employers, September 2014

- "So Your Employee is on the Sex Offender Registry," American Society of Employers, September 2014
- "LGBT Discrimination in Long Term Healthcare," Healthcare Association of Michigan, September 2014
- "Managing Religion in the Workplace: Tattoos, Body Piercings, Headwear," Nemeth Law's Raising the Bar, June 2014
- "Social Media: Employee Rights v. Residents' Rights," HCAM/MCAL 2014 U.P. Education Conference, May 2014
- "Hot Topics in Labor and Employment Law," LAHRA, May 2014
- "Workplace Violence, Safety, and Security: Risk Assessment and Prevention," Michigan HR Day, April 2014
- "Workplace Violence, Safety, and Security: Risk Assessment and Prevention," Nemeth Law's Raising the Bar, September 2013
- "FLSA/Wage and Hour Compliance," Sterling Education Services
- "2013 Employment Law Update," Hylant Group
- "2013 Labor and Employment Law Update," Nemeth Law's Raising the Bar
- Co-authored, "Not Always Black and White," Michigan Lawyers Weekly
- Co-authored, "Are Your Clients Prepared for a DOL Audit?," For The Defense (DRI)
- "New Laws for 2012: Legislative Updates for Michigan," DRI Employment Committee
- "Pro Se Pro Ca: What to Expect When Litigating Against the Pro Se Plaintiff," PLUS
- "Trends in Wrongful Discharge and Retaliation Litigation," ICLE
- "Are you my Employer? Managing Contingent Workforce Issues," MISHRM
- "New Hires, Getting It Right from the Start," and "If You're Prepared to be Sued, You're Less Likely to be Sued," Employment Laws Made Simple, NBI
- "2012 Labor and Employment Update," AGIS
- "Social Networking Issues for the Public Employer," Michigan Public Employer Labor Relations Association
- "Hey! Get Outta My Face...book: Social Networking in the Workplace," Nemeth Law's Raising the Bar
- "The Virtual Employee," Michigan Business Professional Association Elite Series
- "The Employee Free Choice Act: What Employers Need to Know Now," Nemeth Law's Raising the Bar
- "Identity Theft Prevention, Healthcare Association of Michigan," September 2007
- "Know Before You Go Offshore," CORP! Magazine, Nov/Dec 2008
- "Protecting Your Assets with Non-Compete Agreements," CORP! Magazine, Summer 2007
- "New Law Requires Unpaid Break Time for Nursing Mothers," Employment Law 360
- "Employee Privacy in the Electronic Age," The Institute of Continuing Legal Education 35th Annual Labor and Employment Law Institute
- "Tattoos, Body Piercings, and Headwear: Managing Risk When Employees Bring Religion to Work," PLUS Journal

BLOG POSTS

Joint Employment: Horizontal/Vertical and the Law

Nemeth Bonnette Brouwer Employment Blog, March 17, 2016

EEOC Announces EEO-1 Reports to Include Employee Pay Data

Nemeth Bonnette Brouwer Employment Blog, March 9, 2016