

WILLIAM E. PILCHAK

CURRICULUM VITAE

Education:

Central Michigan University, B.A. (cum laude) - 1975
University of Detroit, J.D. - 1978

Honors and Awards:

Rated "AV" by Martindale-Hubbell Law Directory (highest rating)
Leon Hubbard Community Service Award in support of diversity, Oakland County Bar Assoc. 2012
"Best Lawyers In America," Labor and Employment category, 2010-2013.
Elected Chairman, Auburn Hills Chamber of Commerce, 2012
"Top Lawyers" in Metro-Detroit, Labor and Employment category- D Business Magazine, 2010
Michigan "Super Lawyers" 2007, 2008, 2011-2013.
Authored "The Best Article Published by the ABA," on Labor & Employment, GP Solo Magazine, 2006
Distinguished Service Award - Oakland County Prosecuting Attorney's Office – 1985
Order of Barristers - National Legal Honor Society - 1978
Moot Court Board of Directors - 1977-78
President of the Student Body, Central Michigan University - 1975
Dow Chemical David H. Morgan Leadership Award - 1974
President, Pi Delta Phi, National Honor Society - 1974-75

Admitted to Bar:

Michigan - 1978
U.S. District Court, Eastern & Western Districts of Michigan - 1984
U.S. District Court, Central District of Illinois- 2007
U.S. Court of Appeals, Sixth Circuit - 1984

Areas of Practice:

Labor and Employment Law - Management (1984 - present)
Senior Trial Attorney, Oakland County Prosecutor's Office (1978 - 84)

Labor and Employment Law – Management, including trade secrets, restrictive covenants, shareholder disputes, indemnity issues, business torts litigation, intentional torts, privacy and negligence claims

Contributing Editor/Author:

Co-author, Avoiding Employment Litigation: "A Survival Guide for the Michigan ER," by Pilchak & Cohen, P.C. (2010)

Editor and Contributor, *General Counsel's Executive Summary of Employment Law in the 50 States*, by the Association of Corporate Counsel and Worklaw® Network, 2006 & 2008

Editor and Contributor, *Asserting and Overcoming Non-Compete Agreements Across the United States and Canada*, by the Association of Corporate Counsel and Worklaw® Network, 2006

Decades of "Temporary" Employment – Why?, Employment Practices Liability Consultant (2008)

Pounding Square Pegs Into Round Holes: Non-Compete Agreements for Temporary Employees Stand Existing Law on Its Head, *The Labor Lawyer*, Vol. 21, No. 2, Fall 2005

<http://www.bna.com/bnabooks/ababna/laborlawyer/21.2.pdf>

Republished: American Bar Association, GP Solo Magazine, September, 2006

Getting the Big Picture While Still "Little", 477 OCBA, Laches, 23-24, October 2005

Co-author, *FMLA Flowchart*, by Creative HR Solutions, LLC. (2002-2004)

Workplace Privacy, Real Answers and Practical Solutions, (Thompson West Publishing, 2000)
(Contributing Author)

Risk Management Advisor, (Simon & Schuster, Bureau of Business Practice, 1995-1997)
(Contributing Editor and columnist of, "You Be The Judge")

*Childhood Sexual Abuse, Borderline Personality Disorder and Sexual Compulsivity/Addiction:
A Factor in Sexual Harassment Allegations?* (ABA Annual Meeting Book of Papers, 1997)
<http://www.bna.com/bnabooks/ababna/rnr/98/rrpilcha.pdf>

Wheel of Misfortune, 340 OCBA, Laches, 10-11, May 1994

Rigid Enforcement of Medical Leave Policies May Violate the ADA,
Ed Welch on Workers' Compensation, Vol. 2, Issue 6, p. 102, Nov/Dec 1992

Look for Application Fraud in Wrongful Discharge Claims, *Detroit Magazine*,
Greater Detroit Chamber of Commerce (1992)

Look Before You Lease, 1 Michigan Lawyers Weekly, No. 22 Supp. p 3, 1987

Co-Author: Employee Leasing Comes of Age, 241 OCBA, Laches, 16-18, 1986

Lecturer/ Faculty:

CONGRESSIONAL PRESENTATION

Implications of the Americans with Disabilities Act and Family and Medical Leave Act upon
Employer Efforts to Deal With Workplace Violence, Presentation to House and Senate
Personnel Sponsored by American Society for Industrial Security (Washington, D.C., 1994)

AMERICAN BAR ASSOCIATION

ABA Annual Meeting Presentations:

Winning Tips and Tricks in Employment Litigation (New York, 2000)

Childhood Sexual Abuse, Borderline Personality and Sexual Compulsivity as a Factor
in Sexual Harassment Cases (San Francisco, 1997)

ABA NATIONAL INSTITUTE FACULTY

National Institute on the Americans with Disabilities Act, Faculty-

Mock Summary Jury Trial and Final Argument (Chicago, 1999)

National Institute on the Americans with Disabilities Act, Faculty-

Violence in the Workplace and Threats to Others under the ADA (Las Vegas, 1998)

National Institute on Sexual Harassment, Faculty/ National Mock Trial Team-

Mock Jury Trial (Chicago, 1996)

ABA REGIONAL PROGRAMS/MIDWINTER PROGRAMS

ABA Employment Litigation Skills Training, Exploiting Pleading Pitfalls (Detroit, 2000)

ABA Employment Rights & Responsibilities Committee, Mid-Winter Meeting,

Point Counterpoint: On Pursuing Childhood Sexual Abuse, Sexual Addiction and
Compulsivity as a Defense in Sexual Harassment Cases (Tucson, 1998)

ABA Employment Rights & Responsibilities Committee, Mid-Winter Meeting, Jury Voir Dire
Techniques in Discrimination Cases, demonstration videotape, (Chicago, 1991)

ASSOCIATION OF CORPORATE COUNSEL

Asserting and Overcoming Non-Compete Agreements Across the United States and Canada,
Nationwide Web-cast, 2006.

UNIVERSITY OF MICHIGAN INSTITUTE FOR CONTINUING LEGAL EDUCATION

Annual Labor and Employment Seminar

1997: An FMLA Case Study: Maximizing Employer Rights Under the FMLA

1998: Experts, Proofs and Problems in Establishing Emotional Distress Damages

1999: Sexual Harassment after Burlington and Ellerth

1999: Negotiating and Drafting Settlements in Employment Litigation (1999)

GOVERNMENTAL/LOCAL BAR ASSOCIATION PROGRAMS

Michigan Court Administrators Association- Employment Law and Social Media (2012)

Hiring and Firing Employees in the Public Sector-Strategic Policies and Practices,
Oakland County Bar Association, Municipal Law Committee (2005)

Technical Assistance Program - Legal Update,

Equal Employment Opportunity Commission (2001)

Court Officers/Process Servers - Administrative Duties, Requirements and Liabilities,

Michigan Court Administrators Association (1994)

Mental Distress Damages in Employment Litigation,

Equal Employment Opportunity Commission, Mich. Region Training Lecture (1993)

The Americans With Disabilities Act,

Southeast Michigan Court Administrator' Association (1992)

CORPORATE TRAINING AND PRESENTATIONS

Severstal North America – Achieve More Together, Sexual Harassment & Social Media (2013)

Tata Technologies – Worldwide Webinar: Documenting Discipline and Avoiding Litigation (2013)

Ilich Holdings/Little Caesar's – Employment Law Implications of Social Media (2012)

DaimlerChrysler - HIPAA Overview of the Employer's Obligations

Under the Privacy Regulations (2003)

Blue Cross & Blue Shield of Michigan - In Service Training for Legal and Human Resource

Staff: Forensic Evidence in Sexual Harassment Cases (2000)

Blue Cross & Blue Shield of Michigan & Accident Fund of Michigan-

Statewide Seminar on Legal Implications of Domestic Violence in the Workplace
(2000)

Trinity University "Issues 99" Annual Human Resource Law Seminar –

Childhood Sexual Abuse, Borderline Personality Disorder and Sexual Compulsivity: A
Factor in Sexual Harassment Allegations? (San Antonio, 1999)

North Oakland Medical Center/Premier Occupational Health

Administering Medical Leave Under the ADA, FMLA and MWDCA (1999, 1996)

Detroit District Dental Society - Hiring, Firing and Avoiding Litigation (2000)

Macomb District Dental Society - Hiring, Firing and Avoiding Litigation (2001)

Detroit Dental Review - Thirteen Ways to Guarantee a Million Dollar Verdict Against Your
Practice (1996)

Training Instructor: Michigan Plastic Processors Association Employee Violence Response
Team - (1995)

Violence in the Workplace - The Employer's Legal Liability, Department of Occupational &
Environmental Medicine - Pontiac Osteopathic Hospital (1994)

The Michigan Auto Dealers Self-Insured Fund (1994)

Michigan Public Risk Management Association; Michigan Plastic Processors Association
(1994)

State Farm Insurance Companies Professional Sales Institute –

The Americans with Disabilities Act (1992)

"Hot Issues and Problems," Michigan Association of Certified Public Accountants,
Automotive Dealers and Suppliers Conference (1992, 1994)

LORMAN EDUCATION SERVICES

Employment Law from A to Z in Michigan (2004)

Employment Related Records In Michigan (2000, 2003, 2004)

Effective Human Resource Management in Michigan - Sexual & Other Harassment-
What To Do Right Now (2000)
Family and Medical Leave Act in Michigan (2000, 2004, 2005, 2006)
Time Off in Michigan: State and Federal Laws on Employee Leave, Vacation and Holidays
(1999, 2002, 2003)
Michigan Wage Hour Update: Computing Hours Worked Under the FLSA & Minimum
Wage and Overtime Law (1998)

COUNCIL ON EDUCATION IN MANAGEMENT

Personnel Law Update - Moderator (2003)
Family and Medical Leave Act Update (2003, 2004)
Public Sector Employment Law Update - Moderator (2002)
Personnel Law Update - Preventing the New Wave of Backlash Lawsuits: Avoiding Liability
When the Wrongdoer Sues You (1999)
Public Sector Employment Conference - Workplace Violence: Protecting Your Employees
From Each Other and the Public (1999)
Personnel Law Update - Discipline and Discharge of Potentially Violent Employees:
Minimizing the Risk To You and Your Work Force (1998)
Personnel Law Update- Manufacturing - Discipline and Termination- Proven Solutions to
Litigation-Prone Employment Decisions (1998)
Workers' Comp Update - Workers' Comp and the ADA/FMLA (1996)

QUOTED IN THE PRESS

"Domestic Violence Affects Workplace," Observer and Eccentric Newspapers (2000)
"Stressed to Kill," Automotive Executive Magazine, (September, 1995)
"When Violence Comes to Work" Detroit Free Press, Business Monday Section (August 8,
1994)

Community Service:

PILCHAK COHEN & TICE LAW DAY PROGRAM FOR ROGERS ELEMENTARY SCHOOL &
SCHOLARSHIP, 2008-2012

AUBURN HILLS CHAMBER OF COMMERCE

Board of Directors (2010)
Vice Chairman, Chairman-elect (2011)
Chairman (2012)
Vice Chairman (2013)

CENTRAL MICHIGAN UNIVERSITY

President of Central Michigan University Metro Detroit Alumni Association
CMU Alumni Association State Board of Directors
Lem Tucker Journalism Scholarship Steering Committee
Robert Griffin Endowed Chair in Political Science Organizing Committee

ST. ANDREW PARISH

Parish Life Commission, Mentoring Committee Co-Chair (2007)

HOLY FAMILY REGIONAL SCHOOL

Holy Family Development Council

Professional Memberships:

State Bar of Michigan
Labor and Employment Law Section
Oakland County Bar Association
Past Chairman: Labor and Employment Law Committee - 1986-87, 1987-88
American Staffing Association