HUSCH BLACKWELL



Michael A. Gregory

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OVERVIEW

With a background in labor and employment work in Offices of the General Counsel for multiple federal agencies, Michael defends clients in employment litigation.

Michael focuses on defending labor and employment matters, with an emphasis on discrimination and Title VII issues. He handles all phases of litigation and discovery—all the way through trial when necessary—representing clients in both federal and state courts as well as before administrative or governmental agencies. In addition to discrimination cases, Michael also handles matters involving harassment, retaliation, the Fair Labor Standards Act (FLSA), the Americans with Disabilities Act (ADA), and wage and hour violations. Alongside litigation, he devotes a significant portion of his practice to advising on compliance and preventative strategies, helping companies address workplace issues before they become disputes.

Michael particularly values the advisory side of his work. He enjoys working directly with clients, building relationships over time, and learning their businesses so well that he can readily anticipate and help prevent potential problems. Michael is committed to a team approach, working alongside clients to achieve practical solutions.

Prior to joining Husch Blackwell, Michael devoted the first decade of his career to government service, supporting the Offices of the General Counsel at the Social Security Administration and later the Environmental Protection Agency. His roles focused on labor and employment litigation for both agencies, as well as administrative hearings related to Social Security benefits—an experience that gave him insight into both sides of disputes, helping him approach cases with empathy and a focus

Industry

Financial Services & Capital Markets

Services

Employment Class & Collective Actions
Employment Litigation Defense
HR Consultation & Training
Labor & Employment
Workplace Safety & Health

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on resolution. Michael has significant experience advocating for clients at trial, before administrative and governmental agencies, and on appeal, and he has first-chaired trials and arbitration hearings involving discipline, discrimination, retaliation, leave, wage, and other labor matters arising from disputes under collective bargaining agreements. His time with the government also gave him a firsthand perspective on the in-house work of advising organizational leaders and working closely with management at all levels.

Michael is known for his calm under pressure, his ability to adapt quickly when matters take an unexpected turn, and his extraordinary preparation: he knows that trials often turn on minor details. Most of all, clients appreciate that he makes the legal process approachable and straightforward. Michael understands that litigation is stressful and often unfamiliar, and he meets clients where they are, ensuring they feel at ease. By creating a comfortable environment, he helps clients and witnesses participate confidently and effectively, ensuring they are as helpful as possible to the case.

Experience

- Managed and litigated labor and employment caseload for management side defense across various forums including EEOC, MSPB, arbitration, and federal district court.
- Engaged in all aspects of litigation and discovery including drafting responsive pleadings, discovery pleadings and responses, taking and defending depositions, drafting and presenting dispositive motions, preparing witnesses for trial, and trial work.
- First-chaired trials and arbitration hearings involving discipline, removals, discrimination, retaliation, leave, wage, and other labor issues arising from a collective bargaining agreement.
- Presented oral arguments before the Seventh Circuit resulting in fully successful rulings.
- Served as Special Assistant United States Attorney to support Department of Justice in litigation arising from Social Security Administration programmatic ALJ decisions across seven federal districts.
- Advised clients on employment issues including discrimination, whistleblowers, harassment, accommodation requests, EEOC investigations, FMLA, USERRA, discipline, and terminations.
- Counseled clients through sensitive internal investigations.
- Drafted disciplinary and termination notices, settlement agreements, and client advisory memoranda.

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Experience

- Negotiated attorney's fees with opposing counsel under the Equal Access to Justice Act.

Education

- J.D., Marquette University Law School
- B.A., University of Virginia

Admissions

- Illinois
- Wisconsin
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Eastern District of Michigan
- U.S. District Court, Eastern District of Wisconsin
- U.S. District Court, Western District of Wisconsin

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