



Michael R. Willats

Partner
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Michael's practice is focused on labor and employment law, where his wide experience includes advising both public and private sector clients. Michael regularly advises clients on day-to-day matters to help them identify issues prior to making final employment decisions allowing them be in the best possible position to be avoid litigation altogether or be set up for the highest likelihood of success if litigation is unavoidable. Michael is skilled in assessing compliance with key laws such as the Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), Title VII, and the Family and Medical Leave Act (FMLA) as well as their interaction with applicable state laws.

Michael also has substantial experience in traditional labor law counseling and representing management. Michael is well versed in the requirements of the National Labor Relations Act and has handled representation proceedings, unit clarification proceedings, and unfair labor practice proceedings before the National Labor Relations Board. Michael has served as a negotiator in contract negotiations with unions across the country. In addition to aiding employers in negotiating contracts, he regularly advises them on contract interpretation and application representing them through the grievance and arbitration procedures.

Michael's focus is always on achieving swift and favorable outcomes for his clients, ensuring minimal disruption and maximum efficiency.

Services

- Labor
- Employment

Education

- Catholic University of America, Columbus School of Law (J.D., *cum laude*, 2009)
 - Law Review, Executive Editor
- Bucknell University (B.S., 2004)
 - Civil Engineering

Bar Admissions

- Florida
- Virginia
- District of Columbia

Court Admissions

- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. District Court for the Eastern District of Virginia
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of Colorado
- U.S. District Court for the Northern District of Indiana
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the District of North Dakota

Affiliations/Memberships

- American Bar Association