



## Clifford L. Hammond

Shareholder

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Clifford Hammond is a member of Foster Swift's Employers Services practice group in the Southfield and Lansing offices where he focuses his practice on employment and labor law counsel and litigation. He has extensive experience with the National Labor Relations Act, Michigan Employment Relations Commission, Federal and State Courts, State and Federal administrative agency proceedings, collective bargaining, arbitration, mediation, union avoidance, employment litigation, and dispute resolution.

He is well versed in employment and labor law and regularly conducts seminars to groups, including: The American Hospital Association, American Society of Employers, Michigan Health and Hospital Association, Airport Minority Advisory Council, Michigan Public Employer Labor Relations Association, Lansing Chamber of Commerce, Michigan Chamber of Commerce, and the Southern Wayne County Regional Chamber. Clifford has also written publications on unionization trends, the National Labor Relations Board, developments in employment law, The Affordable Care Act; employee classification determinations, developments in wage and hour law, and handling employee discipline and counseling.

He is also co-chair of the Labor & Employment Committee for the Michigan Defense Trial Counsel, as well as a member of the Defense Research Institute, and Michigan Council of the Society for Human Resource Management.

### SPEAKING ENGAGEMENTS

**Classification: Employees vs. Independent Contractors in a New Era**, *Second Wednesday Sessions*, April 10, 2024

**Preparing for New Independent Contractor Rules**, *Michigan Business Network*, February 16, 2024

### PRACTICE AREAS

Employer Services  
Employment Law  
Employment Litigation  
Labor Relations

### EDUCATION

Widener University School of Law,  
J.D. 2000  
University of Delaware, B.A.

### BAR AND COURT ADMISSIONS

Michigan  
U.S. District Court for the Eastern  
District of Michigan  
U.S. District Court for the Northern  
District of Indiana

### HONORS & RECOGNITIONS

Michigan Lawyers Weekly, "Go-To  
Lawyer" in Employment Law, 2024  
Michigan Business Beat - Cliff  
Hammond New Independent  
Contractor Rules  
Michigan *Super Lawyers*, "Rising  
Star" 2015  
Michigan Lawyers Weekly, "Up &  
Coming Lawyer" 2010



**How Recent Ruling Will Impact Your Business Initiatives**, *Second Wednesday Sessions*, November 8, 2023

**Fall 2023 Labor & Employment Law Update**, *Foster Swift Going Forward Webinars*, October 12, 2023

**What Has Changed in the Workplace?**, *Fall 2023 Labor & Employment Law Update Webinar*, October 12, 2023

**Why You Should be Worried About the NLRB as a Nonunion Employer**, *ASE*, November 10, 2022

**Labor Law & Rapid Fire Look at DEI**, *Fall 2022 Labor & Employment Law Update Webinar*, October 12, 2022

**What Employers Need to Prepare for in 2023**, *Foster Swift Going Forward Webinars*, October 12, 2022

**Employers: Are You Ready for the Changes Coming in 2022?**, *Foster Swift Going Forward Webinars*, March 10, 2022

**What Does 2022 Hold for Employers?**, *Foster Swift 2nd Wednesday Morning Break*, January 12, 2022

**Looking Forward: What Employers Need to Know for 2022**, *Foster Swift Going Forward Webinars*, October 19, 2021

**What Can Employers Expect Returning to Work?**, *Foster Swift 2nd Wednesday Morning Break*, June 9, 2021

**Businesses have big questions even as new MIOSHA guidelines are released**, *WDIV 4 Detroit News*, May 24, 2021

**Unpacking MIOSHA Guidelines**, *MICPA*, March 25, 2021

**Hot Employment Law Topics for HR Teams in 2021**, *Foster Swift*, February 25, 2021

**What Happens If MIOSHA Shows Up?**, *Foster Swift*, January 13, 2021

**The Current Status of COVID Orders in Michigan**, *Foster Swift*, November 11, 2020

**Employer Guidance for a Lawful and Safe Re-Opening**, *Foster Swift*, May 27, 2020

**Coronavirus and Your Business: Employee Matters**, *Lansing Regional Chamber of Commerce*, March 30, 2020

**2019 Comprehensive Guide to Employment Law**, *National Business Institute (NBI)*, November 13, 2019

**Dealing With the Troubled/Troubling Employee**, *National Business Institute (Employment Law: 2019 Comprehensive Guide)*, November 13, 2019

**Rats, Rules and Reevaluations: Current Affairs at the NLRB**, *NLRB, Bernard Gottfried Memorial Labor Law Symposium*, October 17, 2019

**Best Practices For Employers On Using Video Surveillance Of Employees**, *Michigan Business Network*, August 22, 2019

**Engaging Job Seekers**, *HRM Services*, July 16, 2019

**The Shifting Sands of Employment Law**, *MICPA: CPEconomy Event, Frankenmuth*, May 9, 2019

**Employee Handbooks and Personnel Policies**, *Michigan Chamber of Commerce: Lansing*, April 23, 2019



**Employee Handbooks and Personnel Policies**, *Michigan Chamber of Commerce: Walsh College, Novi*, April 18, 2019

**Compliance in Today's Environment of Employment Law Hyper-Awareness**, *MICPA: CPEconomy Event for Industry, Troy*, March 26, 2019

**Your Employee is Hurt, but is it FMLA, ADA or Workers Comp?**, *Michigan Chamber of Commerce*, March 7, 2019

**No, that Employee is NOT an Independent Contractor**, *Michigan Chamber of Commerce*, January 31, 2019

**Responding to Workplace Violence: Hiring Issues**, *Foster Swift*, October 25, 2018

**Responding to Workplace Violence: Hiring Issues**, *Foster Swift*, October 17, 2018

**Affordable Care Act Update**, *Upper Peninsula Labor Relations Committee*

**Employment Law Update**, *Michigan Public Employer Labor Relations Association*

**How to deal with Michigan Marijuana Law in the Workplace**, *Michigan Public Employer Relations Association*

**FLSA and FMLA Coverage/Overview**, *Foster Swift: Developing Labor Law Update*, May 9, 2018

**Getting a Grip on Workplace Violence in 2018**, *PSLabor Talk*, April 3, 2018

**FMLA and FLSA Coverage/Overview**, *Foster Swift: Developing Labor Law Update*, February 7, 2018

**Avoiding Sexual & Other Unlawful Harassment in the Workplace**, *Michigan Chamber of Commerce*, January 9, 2018

**Ban the Box**, *Michigan Works!*

**Sexual Harassment in Workers' Compensation**, *Stop Before You Crash: Workers' Compensation and Employment Law*, March 22, 2017

**Federal and State Law Applicable to Municipal Employees**, *Foster Swift: Legal Essentials for Municipal Officials*, January 18, 2017

## **PUBLICATIONS**

**Federal Trade Commission Prohibits Noncompete Agreements for Almost All U.S. Workers, Legal Challenges Expected**, *Foster Swift Labor & Employment Law News E-blast*, April 24, 2024

**Independent Contractor Final Rule Could Have Major Impact on Select Industries**, *Labor & Employment Law News E-blast*, January 30, 2024

**As Attacks on DEI Programs Continue, Employers Should Review and Revise Diversity Initiatives**, *Foster Swift Labor & Employment Law News E-blast*, December 20, 2023

**Legal Review of Corporate DEI Critical as Activists Quickly Pursue Litigation**, *Foster Swift Labor & Employment Law News E-blast*, October 16, 2023

**Whitmer Proposes Universal FMLA: Legislature Likely to Decide by Year-End**, *Foster Swift Labor & Employment Law News E-blast*, September 7, 2023



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**U.S. Supreme Court Sides with USPS Worker on Religious Accommodation**, *Foster Swift Labor & Employment Law News E-blast*, July 6, 2023

**NLRB General Counsel Targets Non-Compete Agreements**, *Labor & Employment Law News E-blast*, June 6, 2023

**Court of Appeals Ruling Halts Pending Minimum Wage Increase and New Earned Sick Time Act – For Now**, *Labor & Employment Law News E-blast*, January 27, 2023

**Don't Forget! Michigan's Minimum Wage Increases on January 1, Additional Hike Expected**, *Foster Swift Labor & Employment Law News E-blast*, December 28, 2022

**DOL Proposes New Rule Related to Employee Classification**, *Foster Swift Labor & Employment Law News E-blast*, October 17, 2022

**Michigan Court of Claims Invalidates Paid Medical Leave Act**, *Foster Swift Labor & Employment Law News E-blast*, July 25, 2022

**Supreme Court Blocks Mandate, Upholds for Health Care Workers**, *Foster Swift Labor & Employment Law News E-blast*, January 13, 2022

**Stay on Vaccine Mandate Dissolved by Sixth Circuit**, *Foster Swift Labor & Employment Law News E-blast*, December 21, 2021

**Fifth Circuit Court Blocks Vaccine Mandate for Employers**, *Labor & Employment Law E-blast*, November 15, 2021

**Update MIOSHA Emergency Rules in the Workplace**, *Foster Swift Labor & Employment Law News E-blast*, May 25, 2021

**Michigan Employers Permitted to Resume In-Person Work May 24**, *Foster Swift Labor & Employment Law News E-blast*, May 11, 2021

**MIOSHA COVID-19 Emergency Rules for Employers Extended for Six Months**, *Foster Swift Labor & Employment Law News E-blast*, April 14, 2021

**Governor Whitmer Signs Extension of Unemployment Benefits into Law and Other COVID-19-Related Legislation**, *Foster Swift Labor & Employment Law News E-blast*, October 23, 2020

**How Do Recent Michigan Supreme Court and MDHHS Orders Regarding COVID-19 Impact Employers?**, *Foster Swift Legal Update E-blast*, October 6, 2020

**New DOL Guidance Excludes Workers from Federal Emergency Paid Sick Leave**, *Foster Swift Legal Update E-blast*, March 29, 2020

**Update to the Families First Coronavirus Response Act**, *Foster Swift Legal Update E-blast*, March 20, 2020

**Michigan Employers-FAQs on Coronavirus and Your Employees**, *Foster Swift Labor & Employment Law News E-blast*, March 16, 2020

**Michigan's Paid Medical Leave Act**, *Foster Swift Employment, Labor & Benefits Law News E-blast*, March 1, 2019

**The Difficult Intersection of Workers' Compensation, FMLA and ADA when an Employee gets Sick or Injured**, *Foster Swift Employment Labor & Benefits News*, October 1, 2018

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**Contributing Editor: The Developing Labor Law**

**U.S. Supreme Court Rules Employers can Prohibit Employees from Filing Class Action Lawsuits,**  
*Foster Swift Employment Labor & Benefits Law News E-Blast*, May 24, 2018

**Stopping Sexual Harassment in the Workplace,** *Foster Swift Employment Labor & Benefits News*, January 22, 2018

**MEMBERSHIPS & AFFILIATIONS**

**Legal Affiliations:**

- State Bar of Michigan, Member
- Michigan Defense Trial Counsel, Labor & Employment Committee, Co-chair
- Defense Research Institute, Member
- Michigan Council of the Society for Human Resource Management, Member
- Oakland County Bar Association, Labor & Employment Law Section
- Oakland County Bar Foundation, Fellow
- Michigan State Bar Foundation, Fellow

**Community Involvement:**

- Michigan Masons, Member
- Parent Teacher Association Member- Livonia, Michigan
- Oakland County Prosecutor's Foundation for Kids, Board Member

**RECENT BLOG POSTS**

**Health Care Law Blog**

FTC Prohibits Most Noncompete Agreements Between Employers and Workers

**Michigan Labor & Employment Law Blog**

What Employers Need to Know About DOL Employee Classification Rules

How Employers Handle a Remote Workforce

Federal Trade Commission Issues Sweeping Proposed Rule to Prohibit Noncompete Agreements

Employee Misclassification and the Gig Economy

Wage and Hour Law 101 for Employers

Vaccination Mandate Could Come With Crippling Fines for Businesses

The Pro-Union PRO Act passes the U.S. House of Representatives

Preparing to Deal With Employee Absences as Schools Move to Remote and Alternate Schedules

The Impact of Coronavirus on Employers