

# RICHARD D. FRIES

## Contact Information

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**Education:** Thomas M. Cooley Law School  
Lansing, Michigan  
J.D., 1981

University of Dayton  
Dayton, Ohio  
M.B.A., 1977

Kalamazoo College  
Kalamazoo, Michigan  
B.A., 1975

## **Legal Employment**

Varnum  
Kalamazoo, Michigan 1995  
Partner

Howard & Howard Attorneys, P.C.  
Kalamazoo, Michigan  
Shareholder, 1986 - 1995  
Associate, 1982 - 1986

Admitted to Practice:  
Michigan Supreme Court  
Texas Supreme Court  
Western and Eastern Districts of Michigan  
United States Court of Appeals for the Sixth Circuit

## **Practice Areas**

Labor and Employment; Litigation; Education; Municipal

# **RICHARD D. FRIES**

## **Professional Affiliations**

American Bar Association (Labor and Employment Section)

State Bar of Michigan (Labor Relations Section and Public Corporations Section; Labor and Employment Section)

State Bar of Texas (Labor and Employment Section; School Law Section)

State Bar of Wisconsin (Labor and Employment Law Section)

Kalamazoo County Bar Association

MASB Council of School Attorneys

NASB Council of School Attorneys

Michigan Negotiators Association

## **Community Involvement**

Kalamazoo-Cass County Chapter of the American Red Cross (Board of Directors, 1989 - Present, Board Secretary, 1994 - Present)

Safety Council of West Michigan (Board of Directors, 1994 - Present)

Kalamazoo College (Business and Industry Annual Fund Campaign, 1986 - 1992, Chairperson 1991)

Parchment Rotary (Board of Directors, 1989 - 1991)

## **Publications and Presentations**

"Managing Employee Attendance", ABA Section of Labor & Employment Law Puerto Vallarta, Mexico (February 2000); "The Family & Medical Leave Act"—Battle Creek Employers Association (February 2000); ADA & FMLA: "Impact on No-Fault Attendance Program"—University of Louisville Labor Law Symposium (May 2000); "Shift Preferences as of Reasonable Accommodation Under the ADA," *Labor Law Quarterly* (Fall 1999)