

STEPHANIE R. SETTERINGTON

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Education

University of Michigan Law School
Ann Arbor, Michigan
J.D., 1997

Western Michigan University, Lee Honors College
Kalamazoo, Michigan
B.A., *magna cum laude*, 1992

Legal

Employment

Varnum
Grand Rapids, Michigan, 1998
Partner

Practice Areas

Representation of employers on a wide variety of labor and employment matters, with an emphasis on employment litigation defense and the identification and development of best practices in the area of human resources. Extensive experience as labor and employment counsel for publicly-traded and privately-held companies that vary from single-site businesses to multi-state or global entities.

Publications and Presentations

EMPLOYMENT DISCRIMINATION LAW (Chapter Monitor, 2010)

Co-Author "Stolen Laptops, E-Mail Glitches, and Hacking: What Michigan Law Has to Say About Information Security Breaches," Michigan Lawyers Weekly (March 29, 2010)

Co-Author "EEOC Issues New Guidance Regarding Issues of Religion in the Workplace," IHP Connection (Fall 2008)

Society for Human Resource Management – Michigan State Conference
Presenter: "HR Regulatory Issues Update" (September 2007)

THE DEVELOPING LABOR LAW, 4th Edition (Chapter Editor, 2004 – 2006;
Contributing Editor, 2001-2004)

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EMPLOYMENT LAW IN MICHIGAN (Contributing Editor, 1997-2001)

Co-Author, "The Ghost of *Toussaint*: Legitimate Expectations Claims,"
Michigan Labor Letter (September 1998)

Frequent presenter for business associations on various employment law topics including FMLA, ADA, Title VII, recordkeeping, and Human Resources best practices

Professional Affiliations

State Bar of Michigan (Labor & Employment Law Section)

Federal Bar Association

Grand Rapids Bar Association

Community Service

Davenport University Paralegal Program Advisory Board (2010 - present)

Literacy Center of West Michigan, Board of Directors (2006 - present)

Varnum Consulting, LLC, Board of Directors (2006 - present)

Representative Matters

Palacios v. Gold Coast Farms, Inc., et al., USDC WD Mich Case No. 10-cv-572 (2010), representing employer in multi-plaintiff action including Migrant and Seasonal Agricultural Worker Protection Act and common law claims.

Thompson v JL French Automotive, LLC: USDC Kentucky Case No. 1:10-cv-136-R (2010), representing employer on Family and Medical Leave Act and public policy wrongful discharge claims.

Parker v. Dial Equities, USDC WD Mich Case No. 1:10-cv-195 (2010), Co-counsel representing employer on race discrimination claims.

Farrell v. Taplin Contracting, Cir Ct Case No. 2009-0643-CB, representing employer/company on age discrimination and shareholder claims.

Carruthers v. Isringhausen, Inc., Cir Ct Case No. A09 0127 CZ (2009), representing employer on sex harassment and retaliation claims.

Adwell v. J.L. French, LLC, USDC Kentucky Case No. 1:09-cv-72-R (2009), representing employer on Title VII and state law gender discrimination claims.

Jenkins v. Super Service, Inc., USDC Georgia Case No. 1:08-cv-2644-CAM (2008), representing employer on Americans with Disabilities Act claims.

Nicholls v. Humphrey Products, Cir Ct Case No. C 08-0734 CK (2008), representing employer on age discrimination and common law claims.

Kaha v. Irwin Union Bank & Trust Company, Cir Ct Case No. 08 12506 CD (2008), representing employer on whistleblower and discrimination claims.

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The Family Practice & Orthopedic Care Center, PLLC v. Sheely, Cir Ct Case No. 07-09-537-CK, represented physician on breach of contract and common law claims.

Haines v Cadillac Asphalt, Cir Ct Case No. 08-094485-CD (2008): represented employer on gender discrimination and sexual harassment claims.

Manzano et al v. Bartley, USDC WD Mich Case No 1:08-cv-204 (2008): represented employer in multi-plaintiff action on Fair Labor Standards Act, Migrant and Seasonal Agricultural Worker Protection Act, breach of contract, and retaliatory discharge claims.

Williams v Hope Network, USDC WD Mich 1:08-cv-178 (2008): represented employer on reverse race discrimination and retaliation claims.

Cook v. Magline, USDC ED Mich Case No. 07-13507 (2007): represented employer on federal and state disability discrimination claims, obtained summary judgment for employer.

Pittman v DaimlerChrysler, USDC ED Mich Case No. 07-12722 (2007): represented employer in claim for wrongful denial of disability benefits.

Upshaw v DaimlerChrysler, Cir Ct No 07-715256 (2007): represented employer on claim for wrongful denial of disability benefits.

W. Soule & Company v Grimes, Cir Ct Case No. D 07-0409-CK (2007): represented employer on breach of contract not to compete, misappropriation of trade secrets, and tortious interference claim against former employee and successor employer.

Gentex Corporation v Integrity Project Management and Harlan Bolt, Cir Ct Case No. 07-57856-CZ (2007): represented employer on fraud, breach of fiduciary duty, breach of contract, and conversion claims against construction manager.

Kovachevich v Gainey Corporation, WD Mich Case No. 1:07-cv-1292 (2007): represented employer on Fair Labor Standards Act claim.

Williams v Hope Network, Cir Ct No 07-01127-CD (2007): represented employer on breach of contract, wrongful discharge in violation of public policy, and Whistleblower Protection Act claims.

Taylor v Chrysler, Cir Ct No. 07-719661 CK (2007): represented employer on claim for wrongful denial of disability benefits.

Suhan v LifeHouse Retirement Properties, et al, USDC WD Mich Case No. 5:06-CV-0200 (2006); represented employer on pregnancy and disability discrimination claims.

May v DaimlerChrysler, USDC WD Mich Case No. 06-13245 (2006): obtained voluntary dismissal in favor of employer on race discrimination, retaliation, and Fair Labor Standards Act retaliation claims.

Richardson v Universal Technical Institute, USDC WD Mich 1:06-cv-00858 (2006): obtained summary judgment for employer on recruiter's race discrimination and retaliation claims, based on agreement to arbitrate.

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Rodriguez v Lowe's, Cir Ct No. 05-1183-CL (2006): represented employer on sexual harassment and retaliation claims.

Adrion v NR Mitchell, USDC WD Mich 4:06 CV 0035 (2006): represented employer on USERRA claims.

Reyes v Gainey Transportation Services, Tex Dist Ct No. 141-217823 (2006): represented employer on sexual harassment, national origin discrimination, negligent retention, assault, battery, and intentional infliction of emotional distress claims.

EEOC v Magna Donnelly, USDC WD Mich 5:04-CV-0168 (2006): represented employer on Americans with Disabilities Act claims by EEOC on behalf of multiple claimants.

May v DaimlerChrysler Corp, AAA Case No 54 300 01000 05 (2006): obtained decision in favor of employer on FMLA retaliation claim.

Dedivanaj v. DaimlerChrysler Corp, Cir Ct No 02-2236947-CZ (2005) Obtained jury trial verdict of no cause of action on claims of sexual harassment, retaliation, and racial association discrimination; appeal pending.

Crite v Armstrong World Indust, USDC CD Ill 04-2219 (2005), 7th Circuit Court of Appeals No. 05-3987 (2005) obtained summary judgment on Plaintiff's race discrimination claims. Plaintiff's appeal dismissed.

Harris-Gordon v DaimlerChrysler Corp, Cir Ct No 04-40356-CL (2005): obtained summary judgment for employer on Elliott-Larsen retaliation and intentional infliction of emotional distress claims.

Stewart v DaimlerChrysler Corp, Cir Ct No 02-238793-CZ (2004): represented employer on race discrimination and retaliation claims.

Hammac v Tower Automotive, Ohio Sup Ct No 17D010306PL017 (2004): represented employer on worker's compensation retaliation claims.

Wells & Creager v Tower Automotive, USDC ND Ind 1:04-CV-067-TLS (2004) represented employer on two plaintiffs' claims of gender discrimination.

Gomez v Tower Automotive, USDC ND Ind 17D-010402PL5 (2004): represented employer on national origin discrimination claims.

Taylor v. J.L. French, USDC ED Wis 03-C-1036 (2004): represented employer on sexual harassment claims.

Kelleher v Tower Automotive, USDC ND Ind 1:03-CV-0122 (2003): represented employer on age discrimination, disability discrimination, and FMLA claims.

Hadley v Davenport University, Cir Ct No. 06-13245 (2002): represented employer on racial discrimination / harassment claims.

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Guerrero v Noah's Ark Childcare, Cir Ct No. 02-4593-CZ-5 (2002): represented employer on Whistleblower Protection Act, public policy, and wrongful discharge claims.

Small v Davenport University, American Arbitration Association Case No. 54 160 00809 02 (2002): represented employer on Elliott-Larsen race discrimination claims, non-monetary settlement of claim.

Parker v DaimlerChrysler Corp, Cir Ct No 01-031492 (2002): represented employer on disability discrimination/accommodations claims; obtained summary judgment for employer. Judgment upheld on appeal.

Rhodes v DaimlerChrysler Corp, Cir Ct No. 01-129197-NZ (2001): represented employer on Elliott-Larsen sexual harassment claims, summary judgment for employer.

Bush v DaimlerChrysler Corp, Cir Ct No. 01-132956-NZ (2001): represented employer on Elliott-Larsen sexual harassment claims, summary judgment for employer.

Keller Ford v National Labor Relations Board and Bryan Knapp, Sixth Circuit Docket No. 01-2656 (2001): represented employer on appeal from NLRB decision.

Jackson v DaimlerChrysler Corp, American Arbitration Association Case No. 54 300 00350 01 (2001): represented employer in employment arbitration claim.

Harris-Gordon v DaimlerChrysler Corp, Cir Ct No. 00-027320-CL (2000): represented employer on Elliott-Larsen and Title VII race discrimination and retaliation claims.

Burnside v Lakeland Regional Health System, MDCR Case No. 161-069-EM13 (2000): represented employer in Michigan Department of Civil Rights race discrimination trial, non-monetary settlement of claim.

Williams v DaimlerChrysler Corp, Cir Ct No 00-028251-CL (2000): represented employer on Michigan PWDCRA disability discrimination claim and Elliott-Larsen race discrimination and retaliation claims.

Jackson v DaimlerChrysler Corp, Cir Ct No 00-015347- NZ (2000): represented employer on Elliott-Larsen sexual harassment and retaliation claims.

Knapp v Keller Ford, NLRB Case No. GR-7-CA-43269 (2000): represented employer in National Labor Relations Board unfair labor practice proceeding.

Todd v DaimlerChrysler Corp, Cir Ct No 00-023406-NZ (2000): represented employer on Elliott-Larsen sexual harassment and retaliation claims.

Yoesting v Lacks Enterprises, Cir Ct No 00-03885-CZ0 (2000): represented employer on Elliott-Larsen gender discrimination and retaliation claims.

West v Coloma Emergency Ambulance, Cir Ct No 99-4117-NZ-T (1999): represented employer on Whistleblower's Protection Act and breach of employment contract claims.

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Davis v Hotset, Calhoun County Cir Ct No. 98-1184-CZ (1999): represented employer on sex harassment claims; summary disposition for employer.

Klaren v Hotset, Calhoun County Cir Ct No. 98-4504-CZ (1999): represented employer on sex harassment, gender discrimination and unlawful non-payment of commissions claims; summary disposition for employer.

Tanner v South Haven Coil, VanBuren County Cir Ct No. 98-44-391-AE-B (1998): represented employer in unemployment appeal; decision on behalf of employer affirmed.

Ynocencio v Chrysler Corp, Wisconsin Dept of Workforce Development, Equal Rights Division, ERD Case No. 199801383 (1999): represented employer in case alleging discrimination on basis of conviction record, case dismissed at close of Complainant's proofs.

Keller Ford and District 97, AFL-CIO, NLRB No. 7-CA-41471 (1999): represented employer in NLRB proceeding; NLRB demand for 10(j) and *Gissel* injunctive relief denied.