

NICHOLAS NAHAT

SENIOR ATTORNEY

Troy

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Nicholas Nahat concentrates his practice on Employee Benefits and Traditional Labor Law. For over 30 years, he has counseled clients in a variety of industries on employment litigation, dispute resolution, and traditional labor law matters.

Nick Nahat specializes in providing legal counsel on matters that are top of mind for employers and plan administrators in Michigan and across the country. His clients benefit from the depth of his knowledge and experience accumulated during his decades of practice dedicated solely to Employee Benefits and Labor and Employment Law. He holds an LL.M. in Employee Benefits and Labor Law.

In the employee benefits arena, Mr. Nahat's experience includes providing comprehensive legal counsel, tax planning, and business advice in matters that span the plethora of issues employers and plan administrators run up against on a daily basis in administering health, pension, severance, and other benefit programs in union and non-union settings and for a variety of for-profit and non-profit entities. His experience includes representation in Employee Retirement Income Security Act (ERISA) and employee benefits litigation.

Mr. Nahat represents clients in labor and employment issues including job discrimination and wrongful discharge. He has deep experience navigating traditional labor issues for clients in areas including strikes, wage and hour matters, collective bargaining, and other scenarios pertinent to organizations of all sizes.

Primary Practice Areas

Employee Benefits
Labor and Employment

All Related Practice Areas

Employee Benefits
ERISA and Employee Benefits
Litigation
Labor and Employment
Traditional Labor

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Nick Nahat has worked extensively with several administrative agencies such as the Internal Revenue Service (IRS), the Department of Labor (DOL), Michigan Employment Relations Commission (MERC), the Equal Employment Opportunity Commission (EEOC), and the National Labor Relations Board (NLRB).

Mr. Nahat is a Senior Attorney practicing in Butzel's Troy office. He frequently shares his knowledge with clients and others via Butzel's Client Alerts and webinars that distribute the latest information on topics pertinent to employers, benefits professionals, and others.

Credentials

EDUCATION

Wayne State University 1997, LL.M., Employee Benefits and Labor Law

University of Texas at Austin 1992, J.D., Associate Editor, *Texas Law Review*

University of Michigan 1990, B.A., *cum laude*

ADMISSIONS

Michigan

MEMBERSHIPS

State Bar of Michigan, Taxation Section

Oakland County Bar Association, Employee Benefits Committee, Co-Chair

Awards & Recognitions

Best Lawyers: Ones to Watch: Litigation – Labor and Employment, 2025