



## Bradley Gray

ASSOCIATE

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### Practice Areas

Employment Litigation

Human Resources Services

Labor & Employment Law

Labor Law

### Education

- University of Detroit  
Mercy School of Law,  
J.D., 2023
  - Student Bar  
Association 1L & 2L  
Class Representative,  
3L Class President
  - Dean's List
  - Dean's Scholarship
- 2023 Law Review  
Symposium Director
- Research & Teaching  
Assistant
- Parents in Law, Vice  
President
- Wayne State University -  
Mike Ilitch School of  
Business, M.B.A., 2020
- University of Central  
Florida, B.S., 2016

### Admissions

Michigan, 2023

Bradley Gray is a member of the firm's Labor & Employment Law Practice Group who represents public- and private-sector clients in the defense of employment liability litigation, regulatory disputes and labor law violations.

Mr. Gray represents employers across a variety of industries, routinely defending them in disputes of alleged discrimination, retaliation and unfair labor practices, as well as with respect to regulatory proceedings involving the Michigan Equal Employment Opportunity Commission and Michigan Department of Civil Rights. He also counsels and advises his clients on human resources policies and procedures, including such issues as employee discipline, reductions in force, workplace accommodations and drafting/updating employment policies and handbooks.

A former field attorney for the National Labor Relations Board (NLRB), Mr. Gray has experience handling unfair labor practice charges, conducting elections to determine union representation preferences and litigating related National Labor Relations Act violations. He has also provided training for a labor union on major changes to NLRB representation case procedures that occurred in 2023.

Mr. Gray's municipal and education law experience includes formerly serving as trustee and president of the Wayne-Westland Community School District (WWCSD) School Board. In addition to his duties as an elected official, he helped lead the WWCSD School Board out of a financial crisis and worked with district counsel on numerous legal matters.

BRADLEY GRAY Cont.

### **Representative Client Work**

- Litigated and investigated cases arising from unfair labor practice charges
- Investigated petitions for representation election filed by employees and unions
- Defended clients against charges filed with the Equal Employment Opportunity Commission (EEOC), alleging violations of the Americans with Disabilities Act, including discrimination and retaliation
- Defended clients against charges filed with the Michigan Department of Civil Rights, including alleged violations of the Americans with Disabilities Act, as well as discrimination and retaliation
- Defended clients against a charge filed with the EEOC alleging violations of Title VII of the Civil Rights Act of 1964

### **Professional Affiliations**

- State Bar of Michigan