



**Energetic, confident and a natural-born negotiator, Grant Pecor focuses his practice exclusively on the representation of employers. As a result of negotiating hundreds of agreements over the course of his career, he instinctively knows which way to go and when – by watching all the moves and strategically playing all the cards he is dealt.**

Leaning on more than 20 years of knowledge and experience in reading a table, Grant seeks out common ground to reach his client's objectives. The majority of his practice focuses on consulting and representing private sector entities – including several large healthcare providers and several well-known mass transit systems – in traditional labor relations and general personnel matters. Grant's goal is to help his clients avoid unnecessary employer-employee challenges by identifying issues before problems arise, skillfully negotiating resolutions, or vigorously defending actions to the extent a dispute can't be avoided.

A recognized thought leader in the field of traditional labor – particularly in areas unique to the healthcare, transit and manufacturing sectors, such as criminal background mandates, licensure requirements, Drug Free Workplace requirements, FTA Drug and Alcohol Program, commercial driver's licenses, and Section 13(C) requirements – Grant also regularly counsels and represents a number of municipal entities, including boards, authorities, courts, cities, school districts and townships.

Grant's wide-ranging administrative practice enables him to advise and assist clients nationally on virtually all aspects of labor and employment law, including collective bargaining, grievance arbitrations, unfair labor practice proceedings, wage and hour matters, unemployment, employee handbook and personnel policies, teacher tenure act proceedings, and hearings.

His practice involves providing advice and counsel on matters governed by the National Labor Relations Act, the ADA, FMLA, FLSA and OSHA issues, as well as many other employment-related statutes.

While serving in his capacity as labor and employment counsel, Grant

## Grant T. Pecor

### Partner

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### EDUCATION

Michigan State University College of  
Law, (J.D.), cum laude

Michigan State University, (B.A.)

### BAR ADMISSIONS

Michigan  
Illinois

### COURT ADMISSIONS

U.S. Court of Appeals for the Fourth  
Circuit

U.S. Court of Appeals for the Sixth  
Circuit

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

U.S. District Court for the Western  
District of Michigan

### LANGUAGES

English

### PRACTICES

Accessibility and Disability

regularly acts as chief spokesperson for the negotiation of collective bargaining agreements, including initial and renewal contracts; prepares and presents cases in fact-finding arbitrations; negotiates changes to healthcare plans, including adding employee contributions, modifying plan benefits and selecting third-party administrators; litigates unfair labor practice charges and representation matters before the Michigan Employment Relations Commission (MERC) and the National Labor Relations Board (NLRB); prepares personnel policy manuals and employee handbooks; investigates and prepares position statements and answers to interrogatories on charges of discrimination and harassment; and handles unemployment matters involving employer rates and benefit eligibility.

Grant has regularly served as the keynote speaker for the Health Care Association of Michigan's annual convention, and he frequently presents on a variety of labor and employment topics, including providing in-house training for several other professional organizations.

**Professional and Community Involvement**

Board member, Broadway Grand Rapids

Contributing editor, The Developing Labor Law

Member, American Bar Association

Member, American Bar Association Committee on the Development of the Law Under the National Labor Relations Act

Member, State Bar of Michigan

Member, Grand Rapids Bar Association

Member, Illinois State Bar Association

Volunteer scuba diver, John Ball Zoo

**Honors**

The Best Lawyers in America, 2020-2024

Grand Rapids Magazine Top Lawyers, 2022-2023

Leadership Grand Rapids, Class of 2009

- Affirmative Action/OFCCP Compliance
- Arbitration and Grievances
- Class and Collective Actions
- Collective Bargaining
- Disability, Leave and Medical Issues
- Discipline and Termination
- Discrimination Defense
- Downsizing and WARN Act
- EEO Compliance
- Employment
- Executive Level (or C-Suite) Internal Investigations
- Immigration Compliance - Worksite Enforcement Services
- Japanese Services
- Labor and Employment
- Labor Relations
- Logistics and Transportation
- Management and Employee Training
- Mergers and Acquisitions - Labor Issues
- National Labor Relations Board (NLRB)
- Non-Compete and Trade Secrets
- Student Disability
- Wage and Hour
- Workplace Counseling
- Workplace Culture 2.0
- Workplace Safety

**INDUSTRIES**

- Colleges and Universities
- Education
- Healthcare
- Hospitals and Healthcare Facilities
- Hospitals and Other Healthcare Providers
- Manufacturing
- Primary and Secondary Schools