



Matthew Stokes

Associate

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Practice Areas

Labor & Employment

Labor & Employment for Government

Contractors

Education

Michigan State University College of Law, J.D., 2020, *cum laude*

Michigan State University, M.J., 2020

Michigan State University, B.A., 2017, *with honors, English*

Bar/Court Admissions

Michigan

District of Columbia

Matt provides counsel to clients on matters related to the numerous and ever-changing labor and employment laws affecting employers and their employees. He advises clients on collective bargaining-related matters, including representation cases and unit clarification. Matt uses his practical knowledge in this area to assist employers in developing job postings and job descriptions to determine when positions should be excluded from a bargaining unit and to ensure appropriate placement of a position within a bargaining unit.

Matt's labor and employment experience extends to advising clients on minimum wage and overtime compensation under the Fair Labor Standards Act (FLSA). He works with employers to prevent discrimination in employment and mitigate its impacts under Title VI and Title VII of the Civil Rights Act, the Americans with Disabilities Act, and the Age Discrimination and Employment Act.

Furthermore, Matt offers employers sound guidance on grievances, terminations, and contract disputes pursuant to collective bargaining agreements and regarding civil service matters. Additionally, he is experienced in drafting workplace policies and procedures, employee handbooks, and collective bargaining agreements. Most recently, Matt advised employers on COVID-related rules in the workplace, including gathering limitations and mask compliance.

Prior to joining PilieroMazza, Matt worked at a municipal, business, and labor and employment firm in Michigan. There, he also had significant experience researching and advising municipalities on complex zoning and constitutional law related matters. Matt advised clients on various road-related matters, including abandonment, relinquishment and vacation as outlined in the Michigan General Highway Law and Land Division Act.

While in law school, Matt further developed his legal skills by clerking at a business and real estate law firm and serving as a

Student Attorney at the Michigan State University College of Law Low-Income Taxpayer Clinic. Since then, his experience includes a broad array of complex legal issues, giving Matt a well-rounded approach to the practice of law.