

## Keith E. Eastland

MEMBER

Grand Rapids

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Keith Eastland is a Member and past chair of the firm's Employment and Labor Section. He possesses broad experience handling labor and employment matters for clients ranging from small family-owned businesses to large national and multi-national corporations. His practice focuses on traditional labor law, union avoidance, employment litigation, construction, healthcare employment law, and general employment counseling.

### Labor Law

Mr. Eastland has significant experience working on complex traditional labor law and union-management relation issues. He has assisted clients in purchasing and selling businesses in a unionized environment, and has successfully navigated clients through many difficult labor law issues associated with major business transactions, such as plant acquisitions, closings, re-organizations, or consolidations. He has also helped clients manage difficult collective bargaining and union relations matters, including strikes, lockouts, and NLRB elections.

Mr. Eastland routinely litigates labor matters before the National Labor Relations Board, the federal courts

### Practice Areas

- [Employment and Labor](#)
- [Construction](#)
- [Employee Handbook and Personnel Policies](#)
- [Employment Discrimination](#)
- [Labor Arbitration](#)
- [Litigation](#)
- [Union Avoidance](#)
- [Union / Management Relations](#)
- [Workplace Harassment](#)
- [Employment - Health Care](#)
- [Affirmative Action and Government Contractors](#)
- [Cannabis](#)
- [Public Sector](#)

### Education

- J.D., University of Notre Dame Law School, 2003, *summa cum laude*
- B.A., University of Notre Dame, 1996

### Bar Admissions

- Michigan, 2003



and the Michigan Employment Relations Commission. He has a significant arbitration and union-management counseling practice. He serves as a member of the ABA's Committee on Practice and Procedure Under the National Labor Relations Act and frequently writes and presents on important labor law topics. He also serves as a contributing editor for two of the most prominent national authorities on federal labor law: *The Developing Labor Law* and *How to Take a Case Before the NLRB*.

### **Litigation**

As a former Naval Officer and federal court law clerk, Mr. Eastland has always enjoyed litigation. He has a strong trial and appellate litigation practice, successfully handling employment and labor law cases for Miller Johnson clients in state and federal trial courts across the country, including in Michigan, Ohio, Pennsylvania, Oklahoma and Alabama. Keith has also successfully argued multiple cases before the United States Court of Appeals for the Sixth and D.C. Circuits. Types of cases that Mr. Eastland routinely handles include: discrimination claims, whistleblower actions, wage and hour lawsuits, labor law cases, employment-related tort claims, as well as constitutional and other civil rights actions. Mr. Eastland's litigation philosophy is simple: pursue our client's interests aggressively with passion and excellence, but always in the most professional manner and always keeping in mind the client's ultimate goal which is to solve a particular problem or issue.

### **Construction**

Mr. Eastland has developed specific expertise in the labor and employment needs of both union and non-



union construction employers. He has counseled and assisted large and small contractors through difficult issues such as strikes, bannering, picketing, union organizing, NLRB matters, and prevailing wage issues. He is an active member of the Associated Builders and Contractors throughout Michigan.

### **Professional Affiliations and Honors**

Mr. Eastland belongs to the American Bar Association, State Bar of Michigan, the Grand Rapids Bar Association, the ABA Committee on Practice and Procedure Under the National Labor Relations Act, the Associated Builders and Contractors, the Michigan Manufacturers Association, the Grand Rapids Human Resources Group, and the Society of Human Resource Management.

for 2020, Mr. Eastland was listed in the “Best Lawyers in America®” for Employment Law – Management.

### **Education and Background**

Mr. Eastland received his law degree, *summa cum laude*, in 2003 from the University of Notre Dame and his undergraduate degree in accounting from the University of Notre Dame in 1996.

Before joining Miller Johnson, Mr. Eastland served as a Surface Warfare Officer in the United States Navy and as a federal law clerk to the Honorable Robert H. Cleland, United States District Court Judge for the Eastern District of Michigan.

He is admitted to practice in all Michigan state and federal courts, the United States Supreme Court and the United States Courts of Appeals for the Sixth Circuit and the District of Columbia.

