

Jeffrey J. Fraser

MEMBER

Grand Rapids

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Jeff Fraser represents public and private employers across the country in employment and labor relations matters.

Jeff has extensive experience counseling employers regarding Family Medical Leave Act (FMLA)/ Americans with Disabilities Act (ADA) [disability management] issues; anti-harassment matters; effective discipline and discharge, union avoidance, collective bargaining, employment discrimination avoidance, and administrative agency matters.

He has an advanced understanding of complicated disability management issues that challenge employers. He is valued for his counsel regarding untangling the Family Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), workers' compensation, and short and long term disability overlaps.

Jeff regularly is the lead employer representative/spokesperson in collective bargaining negotiations. Jeff helps employers develop proposals and strategize means to reach effective negotiation outcomes. He also helps employers navigate matters before the National Labor Relations Board, including defending unfair labor practice charges and litigating claims.

Jeff has a wide-ranging and diverse client base including automotive manufacturers with multi-state operations, health care providers, nonprofit organizations, agricultural and food distribution enterprises, insurance and financial institutions, and public and privately-held companies.

Practice Areas

- Employment and Labor
- Collective Bargaining
- Disabilities and Accommodation
- Education
- Employment Litigation
- Employment – Health Care
- Employment Discrimination
- Family Owned Business and Closely Held Companies
- FMLA / ADA Solutions
- Health Care Reform Team
- Labor Arbitration
- Management and Employee Training
- Union Avoidance
- Union / Management Relations
- Workers' Compensation

Education

- J.D. cum laude, University of California – Hastings College of Law, 1989
- B.A. magna cum laude, Hope College, 1985

Bar Admissions

- Michigan, 1989

Honors

- Named as *Best Lawyers* 2026 Grand Rapids “Lawyer of the Year” for Employment Law –

Jeff is a frequent presenter on employment and labor relations law topics to clients and professional organizations. The audiences range from the Michigan Council of the Society for Human Resource Management (MISHRM) to various local Employer Associations and Human Resource Groups.

Professional Affiliations, Activities and Honors

Jeff is involved in a few professional associations including the American Bar Association, the State Bar of Michigan, the Grand Rapids Bar Association and the Industrial Relations Research Association of Western Michigan.

He has been named as *Best Lawyers* Grand Rapids “Lawyer of the Year” twice. The first time was in 2019 for Litigation – Labor and Employment and the second time was in 2026 for Employment Law – Management.

Jeff has been listed in *Best Lawyers in America*® for Employment Law – Management, Labor Law – Management and Litigation – Labor and Employment since 2009. In addition, he has been named as a Michigan “Super Lawyer” in Employment and Labor.

Lastly, Jeff holds a 5.0 star rating on Martindale-Hubble Attorney Peer Ratings and Client Reviews, which is the gold standard in attorney ratings. This is an elite group of approximately 10 percent of all attorneys who hold an AV Preeminent Rating, a designation trusted worldwide by buyers and referrers of legal services.

Education

Jeff is a graduate of the University of California – Hastings College of Law where he earned his J.D. *cum laude* in 1989. He received his B.A. *magna cum laude* from Hope College in 1985.

He is admitted to practice law in Michigan and the U.S. District Court for the Western District of Michigan.

Management

- Named in *Best Lawyers* 2019 Grand Rapids “Lawyer of the Year” for Litigation – Labor and Employment
- Listed in the *Best Lawyers in America*® for Employment Law – Management, Labor Law – Management and Litigation – Labor and Employment since 2009
- Named as a Michigan “Super Lawyer” in Employment & Labor
- University of California – Hastings College of Law: Order of the Coif; Executive Editor, *International and Comparative Law Review*

Professional Affiliations

- American Bar Association
- State Bar of Michigan
- Grand Rapids Bar Association
- Industrial Relations Research Association of Western Michigan

Court Admissions

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

