

Peter J. Kok

MEMBER

Grand Rapids

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Peter Kok's employment and labor practice clients include both union and non-union workforces, and range from a moderate number of employees at a single location to thousands in several states, and represent virtually every industry.

Mr. Kok advises clients on employment matters of all kinds, including affirmative action, employment discrimination, occupational safety and health, wage and hour law, workers compensation and workplace harassment. His knowledge and understanding of both his clients' business and competitive environment allows him to develop policies and preventive programs that foster positive employment relations and support his clients' business plans and objectives.

A significant part of Peter's practice revolves around collective bargaining, grievances and arbitration, unfair labor practices, strike management, and union-management relations. Peter has dealt in some manner with virtually every major union in the United States.

He is a member of the American Employment Law Council. He belongs to the Associated Builders &

Practice Areas

- [Employment and Labor](#)
- [Union Avoidance](#)
- [Union / Management Relations](#)
- [Construction](#)
- [Workers' Compensation](#)
- [Collective Bargaining](#)
- [Disabilities and Accommodation](#)
- [Employee Handbook and Personnel Policies](#)
- [Employee Benefits and Executive Compensation](#)
- [Employment Discrimination](#)
- [Labor Arbitration](#)
- [Management and Employee Training](#)
- [Occupational Safety and Health](#)
- [Workplace Harassment](#)
- [Mediation and Arbitration](#)
- [Affirmative Action and Government Contractors](#)

Education

- J.D., University of Michigan Law School, 1970, *cum laude*
- B.A., Calvin College, 1967

Bar Admissions

- Michigan, 1970



Contractors Western Michigan Chapter, where he is General Counsel, the Associated General Contractors, the Human Resources Group of West Michigan, where he is General Counsel, The Employers' Association of Grand Rapids, the Michigan Council of School Attorneys, and Michigan Infrastructure and Transportation Association.

Mr. Kok is a frequent speaker on civil rights and employment relations topics before management organizations throughout Michigan and the Midwest. He has authored articles in trade publications, including those of the Michigan Construction Users' Council, Business to Business Magazine, and The Employers' Association Human Resources Group. He has also authored numerous articles for Matthew Bender's Labor & Employment Bulletin.

Mr. Kok has been recognized four times by Best Lawyers® as their "Lawyer of the Year" in Grand Rapids for Employment Law - Management (2018 & 2014), Labor Law - Management (2012), and Labor and Employment Law (2011).



Peter is on the National Advisory Council for the Paul B. Henry Institute for the Study of Christianity and Politics, a member of the Calvin College Business Alliance, and a member of the Board of Directors of the Grand Rapids Symphony. He has been on the Board of Governors for the Pine Rest Foundation and on the Board of Directors of the Community Wide Care Committee for Heart of West Michigan United Way, D.A. Blodgett Services for Children and Families, Camp Tall Turf, Ryerson Library Foundation, and the Chamber Music Society of Grand Rapids. He served on the Consistory for Calvin Christian Reformed Church.

