

## Mary L. Tabin

MEMBER

Grand Rapids

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Mary L. Tabin is a Member at Miller Johnson and has been practicing law since 1998. She is an attorney in Miller Johnson's Employment and Labor Section, Wage and Hour Practice Group, FMLA / ADA Solutions Practice Group, and on the firm's Health Care Reform Team.

### Employment Law

### Practice Areas

- [Employment and Labor](#)
- [Employment - Health Care](#)
- [Employment Litigation](#)
- [FMLA / ADA Solutions](#)
- [Wage and Hour](#)
- [Disabilities and Accommodation](#)
- [Employee Handbook and Personnel Policies](#)
- [Management and Employee Training](#)
- [Workplace Harassment](#)
- [Health Care Reform Team](#)
- [Family Owned Business and Closely Held Companies](#)
- [Employment Discrimination](#)
- [Cannabis](#)

### Education

- J.D. magna cum laude, Valparaiso University School of Law, 1998
- B.A. magna cum laude, Hope College, 1995

### Bar Admissions

- Michigan, 1998

### Court Admissions

- All Michigan State Courts



Ms. Tabin represents owners, executives and human resource professionals for family-owned and privately-held businesses of all sizes. She is also counsel to employers and managers of major providers in the health care industry. She provides day-to-day HR guidance in areas such as employee relations, retention, employee handbooks/policies and employment contracts including non-compete agreements and restrictive covenants. Ms. Tabin has vast experience in counseling on issues related to discrimination, harassment and retaliation. She also works with clients regarding compliance with laws governing wage and hour (FLSA), leaves of absence (FMLA), disability accommodation (ADA), and health and safety (OSHA/MIOSHA). Because she provides training in all of these areas, she is highly sought after as a speaker and for interviews.

Ms. Tabin routinely assists companies identify and resolve workplace issues that pose a threat to business operations. A large portion of Ms. Tabin's practice includes conducting workplace investigations regarding employee misconduct, regulatory and compliance concerns, discrimination, harassment and retaliation allegations. Ms. Tabin understands the importance of completing investigations in a prompt, yet thorough and discreet manner. A key outcome of successful investigations is the creation and implementation of appropriate corrective actions that can help maximize employee relations and minimize future liability. To this end, Ms. Tabin partners with her clients, their boards, and audit committees to recommend and implement appropriate disciplinary actions, make necessary policy changes, provide training to supervisors and



managers, and institute programmatic operational and compliance changes to improve the organization's business operations and protect against legal challenges.

### **Professional Affiliations and Activities**

Ms. Tabin is active in The Employers Association of Grand Rapids where she serves as the Chairperson for its Board of Directors; as well as a member of both the Association for Human Resource Management Greater Grand Rapids SHRM Chapter (HRM) and the Lakeshore Human Resource Management Association (LHRMA). Ms. Tabin is named in "The Best Lawyers in America®" for employment law - individuals and labor law - management. She is a member of the American Bar Association, State Bar of Michigan and the Grand Rapids Bar Association.

### **Community Activities**

Ms. Tabin serves on the Board of Directors for Zeeland Lumber & Supply Company. She has served as an Adjunct Professor at Grand Valley State University School of Law. She has also served as President and a Board Member for the Alliance for Women Entrepreneurs; as Secretary and a Board Member for Community Counseling; and, as legal counsel to the Grand Rapids Junior Chamber of Commerce organization.

### **Education**

Ms. Tabin received her law degree in 1998 from Valparaiso University School of Law *magna cum laude* and her undergraduate degree in 1994 from Hope College *magna cum laude*. She is admitted to practice in all Michigan state and appellate courts and has had



the distinct honor in successfully defending a case for one of her clients before the United States Supreme Court.

