



Labor and Employment Law

Theme Introduction

By Jennifer Salvatore

The mission of the SBM Labor and Employment Law Section is to “educate, connect, and improve the careers of labor and employment professionals.” One of the ways in which our section helps to fulfill the “education” part of that mission is by contributing to the issue of the *Michigan Bar Journal* focused on labor and employment law topics. This year’s edition features an interesting and diverse range of articles from our section members.

Julie Gafkay’s article, “Balancing Customer Care and Employee Civil Rights: Race Discrimination When An Employer Grants a Patient or Customer Request Based on Race,” explores the topic of race-based customer preferences—specifically, whether an employee excluded from providing service to a patient or customer based on the patient’s or customer’s expressed race-based preferences has a discrimination claim under state or federal civil rights laws.

In “Good Intentions; Unintended Consequences: A Warning to Employers about Communications with Employees,” Danielle Lester provides advice for in-house attorneys on what to say and what not to say to employees who may be witnesses in an Equal Employment Opportunity Commission or other governmental investigation.

Elizabeth Abdnour provides a timely overview of Title IX basics in “Representing Employees of Educational Institutions in the #MeToo Era: What Employment Lawyers Need to Know about Title IX.”

Robin Wagner explores the status of LGBTQ workplace protections under state and federal law in “Working in a State of Flux: LGBTQ Employment Law Update.”

And in “Recruiting in the Robot Age: Examining Potential EEO Implications in Optimizing Recruiting Through the Use of Artificial Intelligence,” Michael Chichester and Jaclyn Giffen discuss how employers must become educated consumers of artificial intelligence tools.

On behalf of the Labor and Employment Law Section, I hope you enjoy this edition of the *Michigan Bar Journal*. ■



Jennifer Salvatore, a principal at Salvatore, Prescott & Porter, PLLC, is current chair of the SBM Labor and Employment Law Section. Her practice focuses on plaintiff’s side employment and civil rights litigation in both Michigan and Illinois.