



Traditional labor lawyer and employment law counselor Keith Brodie represents the interests of employers in Michigan and across the country. Personable, detail- and business-oriented when rendering critical legal advice, Keith's willingness to listen, combined with his strategic legal thinking, allows him to serve client interests while building rapport and consensus.

Keith has practiced for more than 26 years, focusing on traditional labor law and employment law matters. Keith's pragmatic and creative problem solving drives client-centered strategic and business outcomes.

Keith's practice focuses on collective bargaining, administration of collective bargaining agreements including arbitrations, unfair labor practice defense, advising on union organizing efforts, and advising and training on maintaining union free status. Keith has negotiated collective bargaining agreements in almost all major industries and with nearly all major unions. He also develops labor law strategies for mergers, acquisitions, reorganizations and other desired operational changes. A significant portion of Keith's traditional labor practice is focused on representing health care entities, including acute care hospitals, medical centers and health systems. As an employment counselor, Keith handles EEOC and state agency charges of discrimination, FMLA matters, FLSA matters, and issues related to hiring, discipline and termination. He also advises on reductions in force and WARN compliance, and conducts supervisor and manager training.

For 16 years, Keith has been the contributing editor for the Michigan Chapter of each of the following annual ABA/BNA titles: Covenants Not to Compete, Employee Duty of Loyalty, Trade Secrets, and Tortious Interference in the Employment Context. He is a frequent presenter on a wide range of labor and employment topics.

Keith is the incoming chair of the Michigan State Bar Labor and Employment Law Section, a member of the College of Labor and Employment Lawyers, recognized by Best Lawyers in America – Management: Employment Law and Labor Law, and Litigation: Labor and Employment. He has been ranked by Chambers USA since 2016.

Keith J. Brodie

Partner

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EDUCATION

University of Detroit Mercy, (J.D.),
magna cum laude, 1994

Alma College, summa cum laude, 1991

BAR ADMISSIONS

Michigan

COURT ADMISSIONS

U.S. Court of Appeals for the Eighth
Circuit

U.S. District Court for the Eastern
District of Michigan

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

LANGUAGES

English

PRACTICES

Arbitration and Grievances

Collective Bargaining

Disability, Leave and Medical Issues

Discipline and Termination

Discrimination Defense

Downsizing and WARN Act

EEO Compliance

Employment

Human Resource Audits

Japanese Services

Professional and Community Involvement

Member, College of Labor and Employment Lawyers

Honors

Grand Rapids Magazine Top Lawyers, 2022-2023

The Best Lawyers in America, 2019-2024

Chambers USA, 2016-2023

Lawyers of Distinction, 2017-2018

Labor and Employment

Labor Relations

Management and Employee Training

Mergers and Acquisitions - Labor Issues

National Labor Relations Board (NLRB)

Non-Compete and Trade Secrets

Union Avoidance

Workplace Counseling

Workplace Culture 2.0

INDUSTRIES

Healthcare

Hospitals and Healthcare Facilities