



**Leveraging deep experience as both outside and in-house counsel, Christina M. “Tina” Janice uniquely combines a successful high profile national trial practice with highly trusted and practical counseling, helping her clients grow and manage their workforce while reducing litigation risks across their portfolios.**

Co-Chair of the firm’s Trial and Global Disputes Practice Group and Chambers USA ranked for Employment Law, Tina has served as lead litigation counsel in some of the largest employment and commercial class actions in the nation, and as in-house head of litigation and human resources compliance for an S&P 500 multinational company.

Tina’s national litigation practice includes virtually all aspects of complex class and single plaintiff employment discrimination litigation, wage and hour class and collective actions, commercial class actions, and contract disputes; particularly litigation requiring the development and presentation of expert and statistical evidence. She also defends EEOC, DOL, OSHA and counterpart state agency investigations and enforcement proceedings.

Tina’s comprehensive labor and employment counseling practice includes independent C-suite, executive, and other sensitive investigations, human resources compliance and policy planning, and guidance on performance management, severance, wage and hour compliance, workforce restructuring, due diligence for labor and litigation risks incident to mergers and acquisitions or divestitures, and crisis communications.

With over 30 years’ experience in litigation and counseling, Tina provides employers insightful and practical strategies to reduce risk and external spend across their labor and employment and commercial portfolios. Employers frequently consult Tina for guidance in navigating new laws and regulations impacting their workforce, including the particularly challenging labor laws in New York, Michigan and Illinois.

Tina serves as the firm’s Pro Bono Committee partner for the Grand Rapids and Southeast Michigan offices and is most proud of her work with the National Center for Missing and Exploited Children, the U.S. Marshals

## Christina M. Janice

### Partner

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### EDUCATION

Cleveland State University - Cleveland-  
Marshall College of Law, (J.D.), 1991

John Carroll University, (B.A.), history  
and Russian studies, cum laude, 1988

### BAR ADMISSIONS

Illinois

Michigan

New York

Ohio

### COURT ADMISSIONS

U.S. District Court for the District of  
Colorado

U.S. District Court for the Central District  
of Illinois

U.S. District Court for the Northern  
District of Illinois

U.S. District Court for the Northern  
District of Indiana

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

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

Service and legal aid societies in the recovery of abducted children.

## Professional and Community Involvement

Patron, Blossom Friends of the Cleveland Orchestra

Presenting Sponsor, Community Legal Aid Services, Inc. (Ohio)

Contributing author, D. Van Tassel & J. Grabowski, Eds., The Encyclopedia of Cleveland History (Case Western Reserve University)

Member, Illinois Bar Association

Member, Ohio State Bar Association

Member, Society for Human Resource Management

## Honors

Chambers USA, 2022-2023

The Legal 500, USA, Recommended Attorney, 2016

Martindale-Hubbell Top Rated Lawyer For Litigation, 2015

The Legal 500, USA, In House Labor and Employment Law Team of the Year, 2014

National Center for Missing and Exploited Children, Award of Merit, 2009



U.S. District Court for the Western District of New York

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Southern District of Ohio

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

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

U.S. District Court for the Southern District of Texas

## LANGUAGES

English

## PRACTICES

Class and Collective Actions

Consumer Class Action Defense

Disability, Leave and Medical Issues

Discipline and Termination

Downsizing and WARN Act

EEO Compliance

Employment

Employment Litigation

Executive Level (or C-Suite) Internal Investigations

Labor and Employment

Management and Employee Training

Mergers and Acquisitions - Labor Issues

Trial and Global Disputes

Wage and Hour

Workplace Safety