



## DIANE M. SOUBLY

Counsel

Detroit / Virtual Office

810.772.6199

### Service Focus

- Counseling and Advice
- Employee Benefits and Tax
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials
- Workplace Investigations

## OVERVIEW

Diane Soubly has over 40 years of experience defending Fortune 500 and other private and public sector employers (including public schools, community colleges, and universities), and their respective committees, fiduciaries, and plans in individual and class/collective action labor and employment litigation, ERISA and employee benefits litigation, appellate litigation, administrative proceedings, and agency proceedings, including discrimination and harassment matters. She also actively engages with clients to reduce litigation risk and to utilize facilitative mediation. Her experience and knowledge, including her stint in-house as a senior officer and

deputy general counsel of litigation, have made her a trusted advisor to employers navigating complex workplace issues.

Immediately before joining Fisher Phillips, Diane was Of Counsel for a Michigan-based multi-practice law firm where she focused on labor and employment law and litigation, ERISA and employee benefits, tribal law, and appellate matters. She previously served as Of Counsel with national firms based in Chicago and as a member of a national firm in Detroit.

Diane is the Contributing Editor of the *Benefits Law Journal* and serves on its Editorial Advisory Board. Since May of 2017, she has served as Co-Editor-in-Chief of the Bloomberg *Workplace Harassment Law* treatise, 2d edition and updates, along with her Co-Editor-in-Chief and former Chair of the Equal Employment Opportunity Commission Gilbert F. Casellas. She has contributed to the ABA/BNA Employment Discrimination and Employee Benefits treatises. Diane has authored hundreds of articles and has presented at various conferences on labor and employment law and litigation topics, as well as topics relating to employee benefits design and compliance issues and to benefits litigation (including Affordable Care Act compliance and litigation and ERISA preemption).

She joined the adjunct faculty in 2014 in the nationally ranked Labor and Employment Certification Program of the Chicago-Kent College of Law, where she has taught for over a decade and has developed four courses: Employee Benefits Law and Litigation; Native American Law; Harassment, Bullying, Human Trafficking, and Violence in the Workplace; and Privacy Rights in Employment.

Diane has authored amicus briefs for such national organizations as the American Benefits Counsel, the Equal Employment Advisory Council, the National Manufacturers Association, the U.S. Chamber of Commerce, and the HR Policy Association.

She has served pro bono for 20 years as outside general counsel to a Boston-based non-profit providing medical assistance and educational services to the women and girls of Sudan human-trafficked after the genocides of their husbands, sons, brothers, and friends. Once a debate and forensics coach whose students participated in "Children's Lit" events (among others), Diane has donated over 450 children's books to form a children's library at a Michigan shelter for domestic and intimate partner violence survivors, whose children often flee violence with little more than the clothes they wear.

Diane was privileged to serve as a law clerk to the Honorable Charles L. Levin, Justice of the Michigan Supreme Court.

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## Credentials

### Education

- Wayne State University, Ph.D., with Distinction
- University of Michigan Law School, J.D., *cum laude*
- Wayne State University, M.A., with Distinction
- Wayne State University, B.A., *magna cum laude*, Phi Beta Kappa

### Bar Admissions

- Michigan
- Illinois

### Court Admissions

- Supreme Court of the United States
- U.S. Court of Appeals for the First Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. Court of Appeals for the Eighth Circuit
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Eastern District of Michigan
- U.S. District Court for the Western District of Michigan
- U.S. District Court for the Northern District of Illinois

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## Recognitions

- Fellow, College of Labor and Employment Lawyers
- Fellow, American College of American Benefits Counsel

- Fellow, American Bar Foundation
  - Member, American Employment Law Council
  - American Benefits Council, invited onto and past member of its Board of Directors and its Legal Affairs Committee and current member of its Health Care Reform Task Force
  - Michigan *Super Lawyers*
  - Illinois *Super Lawyers*
  - Martindale Hubbell "AV" Rated
  - Best Lawyers, Employment Law – Management, Employee Benefits Law, ERISA Litigation (twice peer-elected Lawyer of the Year: Labor and Employment Law – Management (2019) and Employee Benefits and ERISA Litigation (2024))
  - *DBusiness* Top Lawyers in Metro Detroit
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## Affiliations

### Professional Activities

- College of Labor and Employment Lawyers (Chair, Presidents' Project: Oral Histories of Presidents of the College; Chair, Sixth Circuit Regional Activities Committee; Seventh Circuit Fall/Spring Forum Liaison Committee; Past Chair, Sixth Circuit Credentials Committee)
- American College of Employee Benefits Counsel (Member, Deceased Fellows Website Committee; Author, *ERISA at 50*, September 2024; Member, Adjunct Professors Committee; Nell Hennessey Moot Court Competition Judge (briefs))
- Member, Retirement Reform Groups comprised of Fellows of the American College of Employee Benefits Counsel
- American Bar Association (Member, Labor and Employment Section, Employee Benefits Committee, Employee Rights and Responsibilities Committee; Judge, National and Regional Moot Court Competitions)
- State Bar of Michigan (Labor and Employment, Employee Benefits, and Appellate Advocacy Sections; past member, Professional Standards Committee, Model Personnel Policy and Procedures Committee)
- Michigan ICLE Advisory Board (past member for 10 years)

## INSIGHTS

**Event**

**Oct 21, 2025**

Human Trafficking on the Rise: Understanding Employer Risks and Responsibilities

**Event**

**Sep 25, 2025**

Human Trafficking Awareness