



Michelle J. LeBeau

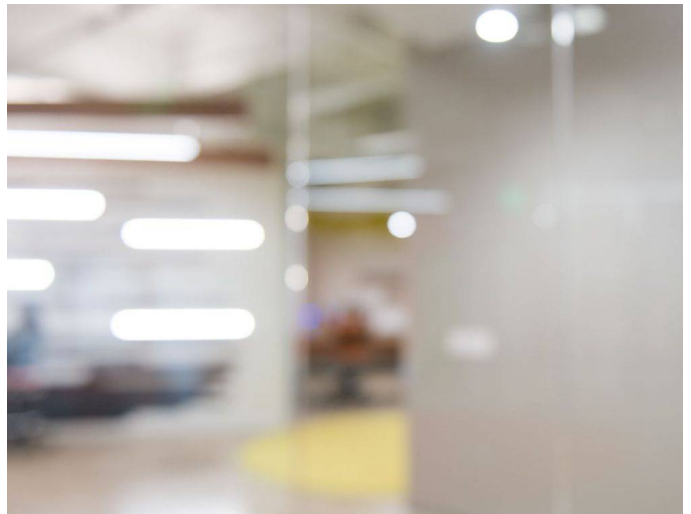
Partner

Detroit

t: 248.901.0302

f: 248.540.8059

Email



Service Focus

- Litigation and Trials
- Employment Discrimination and Harassment
- Alternative Dispute Resolution
- Class and Collective Actions
- Workplace Investigations
- Wage and Hour
- Reductions in Force (RIFs)
- Counseling and Advice

Languages

- French
- Romanian

Overview

Michelle LeBeau is a partner in the Detroit office of Fisher Phillips, where she represents employers in complex workplace litigation, class and collective actions, and high-stakes C-suite investigations. She also collaborates with clients to design and implement forward-looking, scalable and achievable compliance programs and strategic workplace initiatives which reduce risk while advancing business goals.

With more than 25 years of experience in both in-house and international law firm roles, Michelle brings a rare combination of sophisticated legal knowledge, business strategy insight, and practical problem-solving skills. She has served as lead trial counsel in state and federal courts, before administrative agencies, and in arbitration proceedings, guiding clients through every phase of litigation – from discovery and depositions through jury trials and appeals.

She has particular experience in defending and managing wage and hour class and collective actions nationwide. In addition to her courtroom work, she has helped Fortune 500 companies develop strategies to reduce class action exposure and implement sustainable compliance solutions.

Michelle's practice also extends to advising corporations on reorganizations, restructurings, and reductions in force. She regularly works with employers to design defensible organizational structures, develop selection criteria for workforce changes, and build compliance programs that align with business operations while mitigating legal risk.

An accomplished trainer, Michelle has delivered engaging employment law programs to executives, HR leaders, and managers across the country. Known for her approachable style and practical focus, she creates interactive training sessions that help participants understand the law and apply it effectively in the workplace.

Before joining Fisher Phillips, Michelle practiced in the Detroit office of a national employment and labor law firm. She previously served as general counsel for a technology company and as senior employment counsel for an international staffing agency. She has also held leadership roles at an international labor and employment law firm, where she managed operations, strategy, and client service delivery for the Michigan office while maintaining a full litigation and counseling practice.

Credentials

Education

- J.D., 1994, *magna cum laude*, Michigan State University College of Law
- B.A., 1989-1990, Queen's University, Canada

Bar Admissions

- Michigan

Court Admissions

- U.S. Court of Appeals for the Eighth Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Eastern District of Michigan
- U.S. District Court for the Western District of Michigan

Insights

John M. Polson, Jennifer A. Fornetti, Laura D. Heckathorn, Michelle J. LeBeau, Justin William McConnell

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