



Zoey A. Mayhew

SENIOR ASSOCIATE

THE LINK VIRTUAL

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OVERVIEW

Zoey helps clients solve and prevent problems through labor and employment counsel.

Zoey came to the practice of law with a strong desire to work with people. Previous experiences as a teacher, school administrator and business administrator taught her that she loved helping people and providing guidance so that individuals could make the best decisions for the future. She also discovered her passion for policy drafting and implementation, as well as analyzing contracts, policies and procedures for compliance. Labor and employment would be a perfect fit for all of these interests.

Today, Zoey drafts employment agreements, restrictive covenants, separation agreements, contracts and transactional materials; assists clients in the development of policies and employee handbooks; conducts workplace investigations and provides counsel on disciplinary matters and separations; and advises employers on compliance with federal and state laws including the Fair Labor Standards Act (FLSA), Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), National Labor Relations Act and Title VII of the Civil Rights Act. She also assisted clients in navigating the ever-changing employment requirements during the pandemic, including the Families First Coronavirus Response Act, the CARES Act and OSHA and Michigan-specific rules and orders.

A fixer whose strengths lie in compliance counseling and prevention, Zoey especially enjoys helping clients navigate the gray areas of employment law and make the best decisions for both their employees and their businesses. Her welcoming nature allows her

Industries

Technology
Manufacturing
Transportation

Services

HR Consultation & Training
Labor & Employment
Non-Competes & Restrictive Covenants

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to conduct even the most delicate workplace investigations that foster employee candor and the insights that are utilized to improve company culture and create fair, just and lawful employment practices. She also represents clients in adversarial proceedings at the state or federal agency level and negotiates favorable pre-trial settlements that give clients closure and the ability to move on from challenging situations.

Zoey loves client interaction and is always eager to talk with and get to know clients. Her teaching days left her with a gift for patiently explaining complex matters, and clients sense her genuine care for them and for their employees and businesses. With a focus on solutions, Zoey ensures that clients feel comfortable coming to her with problems and challenges, knowing that she's always focused on helping them move forward.

Experience

- Counseled and represented employers on evolving employment laws in light of COVID-19 pandemic, including the Families First Coronavirus Response Act, the CARES Act, Michigan Executive Orders, MIOSHA Emergency Rules and MDHHS Orders.
- Drafted and reviewed applications and onboarding materials, offer letters, employment agreements, restrictive covenants, and separation and release agreements.
- Advised employers on employee separation and disciplinary matters.
- Conducted complex workplace investigations.
- Drafted, reviewed and negotiated complex corporate agreements and settlements, as well as various transactional matters including operating agreements, purchase agreements, entity formation, vendor contracts and service agreements.
- Advised clients on compliance matters including employment discrimination, retaliation and unfair labor practices under federal and state laws including the Fair Labor Standards Act, Family and Medical Leave Act, Americans with Disabilities Act, National Labor Relations Act and Title VII of the Civil Rights Act.

Recognition

- *Michigan Lawyers Weekly's* Influential Women of Law, Class of 2023

Education

- J.D., Michigan State University College of Law
 - *summa cum laude*
 - *Michigan State Law Review*, Notes Editor
 - *King's Scholar*
- B.A., McGill University
 - with honors

Admissions

- Michigan

Community Leadership

A former middle school teacher, Zoey is passionate about education and served as a tutor to students adversely affected by the covid pandemic and online learning. She has also volunteered in Michigan public schools and has served as a volunteer judge with Michigan Youth in Government and Michigan State University College of Law.

Zoey is a breast cancer survivor who values advocacy work and supporting women currently going through treatment and recovery. She also enjoys volunteering with various animal rescue organizations.

*Zoey works remotely and is licensed in Michigan, practicing in Franklin. Contact Zoey via email or phone for in-person/virtual meetings. Use the Chicago address for mail/deliveries.



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