

## Mami Kato

Senior Counsel, Detroit

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### Detroit

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Mami Kato is an experienced and highly skilled litigator who successfully represents her clients in all areas of labor and employment law and other types of disputes arising out of the employment relationship. Mami has consistently secured summary judgments for her clients in both the federal and Michigan state courts as well as in arbitrations involving claims brought under Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 1981, the Americans with Disabilities Act, Rehabilitation Act, Age Discrimination in Employment Act, Family and Medical Leave Act, Equal Pay Act, Fair Labor Standards Act, § 301 of the Labor-Management Relations Act, Michigan Elliott-Larsen Civil Rights Act, Michigan Persons with Disability Civil Rights Act, and other federal and state law causes of action arising out of or in connection with the employment relationships.

A passionate brief writer and oralist, Mami has obtained successful results for her clients on appeals brought before the United States Court of Appeals for the Sixth Circuit and the Michigan Court of Appeals. She utilizes her extensive litigation experience to provide advice and counsel on complex day-to-day employment law related matters, partner with employers on workplace investigations, and collaborate with human resource professionals in formulating employer policies and responding to various time-sensitive workplace concerns while assessing and mitigating litigation risks.

As a native Japanese, Mami has also conducted workplace investigations for U.S. subsidiaries of Japanese companies where some witnesses prefer to participate in the investigation by speaking in Japanese. Mami's familiarity with the Japanese culture and knowledge of the U.S. labor and employment law enable her to identify and evaluate issues under the applicable U.S. laws and advise clients on mitigating potential litigation



### Education

Wayne State University Law School,  
Juris Doctor, 2010

University of Michigan School of Music,  
Theatre and Dance, Master of Music  
(Piano Performance), 1999

Hope College, B.A. Economics & B.M.  
Piano Performance, 1997

### Admissions

Michigan

U.S. District Court, Western District of  
Michigan

U.S. District Court, Eastern District of  
Michigan

U.S. Court of Appeals: 6th Circuit

### Practice Areas

Employment, Labor & Benefits  
Litigation

### Languages

English

Japanese

risks.

As a former union-side labor attorney, Mami is also familiar with the National Labor Relations Act and proceedings before the National Labor Relations Board, having represented both the union and management clients in defending against the unfair labor practice charges filed with the NLRB. In addition, Mami is experienced in advising clients on compliance with the collective bargaining agreements, handling labor arbitrations, and formulating strategies for contract negotiations. She also utilizes her labor law experience to assist her clients in assessing the unique concerns associated mergers & acquisitions involving a unionized workforce and related employee benefits issues.

Mami is an active leader with the State Bar of Michigan and the Michigan's Institute of Continuing Legal Education, having served on the Council for the Labor and Employment Law Section of the State Bar of Michigan since 2020, and currently serving a one-year term as the Chair of the Section. She is a regular contributor to the disability law chapter of the Michigan ICLE's Employment Law for Michigan Employers (annual publications), and presents an annual update on the ADA, FMLA, and the Michigan Persons with Disabilities Civil Rights Act at the State Bar of Michigan Labor and Employment Law Section's Mid-Winter Meetings. Prior to becoming an attorney, Mami was on the management staff of the Detroit Symphony Orchestra for over ten years where she primarily worked with musicians and stagehands on concert planning and production, and all aspects of orchestra operations including international touring. Her experience provides her with unique insight into being an effective advocate, both in understanding the employers' needs and diligently analyzing the legal issues against her clients' operational concerns.