

Daimeon M. Cotton

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Education

Wayne State University Law School, Detroit, MI

Juris Doctor, May 2011 (GPA 3.0)
Journal of Law in Society, Associate Editor 2010-2011
2010 D. Augustus Straker Scholarship Recipient

Wayne State University, Detroit, MI

Master of Arts in Dispute Resolution, May 2012 (GPA 3.87)
Certificate of Training in Civil Court Mediation

Morehead State University, Morehead, KY

Bachelor of Arts in Humanities, May 2007
Kentucky Colonel Award: Highest Non-Military Service Award in Kentucky
Senior of the Year: Multicultural Student Services

Professional Experience

Cotton Law Center, PLLC, Highland Park, MI

Owner and Managing Attorney, April 2015 - Present

- Litigate in areas of Labor and Employment Law, Workers' Compensation, ERISA and ADR
- Handle all pleadings, motions, responses and discovery in state and federal court and administrative agencies
- Handle hearings, settlement conferences, status conferences and trials in state and federal court and administrative agencies such as Michigan Workers' Compensation Agency, Michigan Wage and Hour Division, Michigan Employee Relations Commission
- Handle depositions in employment, workers' compensation and other litigation actions
- Handle negotiations, mediations, arbitrations and case evaluations representing plaintiffs and defendants
- Manage all legal files and business operations

City of Detroit, Detroit, MI

Hearing Officer, February 2022 – Present

- Conduct hearings on grievances regarding Non-Union Employees with the City of Detroit
- Analyze and assess evidence and testimony on grievances and decide grievance outcomes based on the City of Detroit Disciplinary Action Guidelines and Attendance Policy and the Civil Service Commission Rule Book
- Write decisions and recommendations to the City of Detroit Civil Service Commission

Williams Acosta, PLLC, Detroit, MI

Associate Attorney, June 2012 – April 2015

- Prepared dispositive and non-dispositive motions and briefs involving personal injury; discovery documents; settlement agreements; writs of garnishment; pleadings; legal memoranda; and other legal documents
- Argued discovery motions and other non-dispositive motions in state civil court; defended third-party depositions
- Researched and analyzed legal issues involving personal injury, real estate, bankruptcy, debt collection, and commercial transactions
- Advised clients on legal duties owed to business invitees, licensees and trespassers
- Reviewed documents for attorney-client privilege and attorney work product privilege, among other privileges

The Miller Law Firm, P.C., Rochester, MI

Attorney, August 2015 – August 2016

- Prepared commercial litigation legal documents, including: a shareholders' rights appellate brief; breach of contract deposition questions; motions and briefs involving products liability; pleadings; and legal memoranda
- Researched and analyzed legal issues involving business contracts; shareholders' rights; products liability; and family law issues
- Document review

Wayne Mediation Center, Dearborn, MI

Mediator, July 2010 – August 2010
March 2016 – May 2016

- Mediated and Co-Mediated civil disputes, including real estate disputes, family disputes, contract disputes, landlord-tenant disputes
- Mediated and Co-Mediated disputes in small claims court at the 36th District Court
- Prepared settlement agreements

Bar Admission

State Bar of Michigan, Member

November 2011 – Present

Professional Activities

- Crossroads of Michigan, Board of Trustees January 2014 – December 2016
- Institute of Continuing Legal Education, New Lawyers Advisory Board January 2014 – December 2016
- Wolverine Bar Association, Board of Directors August 2014 – August 2015
- Wolverine Bar Association, Minority Bar Passage Program, Tutor June 2014 – July 2014
- Institute of Continuing Legal Education, Labor and Employment Law Advisory Board January 2019 – December 2020
- Institute of Continuing Legal Education, Business Law Advisory Board January 2015 – Present
- Crossroads of Michigan, Assistant Chancellor February 2022 – Present

Honors and Awards

- Certificate of Training in Civil Court Mediation May 2010
- Michigan Community Resources, Outstanding Service and Dedication, as part of the Nuisance Abatement Team December 2012
- The National Black Lawyers –Top 40 Under 40 2016-2017, 2020-2024
- Michigan Super Lawyers Rising Stars 2017-2024
- America's Top 100 Bet-the-Company Litigators for Michigan 2021-2024

Publications and Contributions

- "So You Are Starting A Business? Great! Here Are 5 Legal Considerations to Keep In Mind", *Detroit Black Pages* (September 2013 – October 2013)
- "Contracts: Don't Do Business Without Them", *Detroit Black Pages* (November 2013 – December 2013)
- "Do You Really Need to Litigate that Legal Dispute? A Look at Alternative Dispute Resolution", *Detroit Black Pages* (January 2014 – February 2014)
- "Legal Considerations for Running an Online Business", *Detroit Black Pages* (March 2014 – June 2014)

- “5 Things To Do Right Away If Your Company Gets Sued”, *Detroit Black Pages* (July 2014 – August 2014)
- “Non-profit Corporations: How to Obtain and Maintain 501 (c)(3) Tax-Exempt Status”, *Detroit Smart Pages* (September 2014 – October 2014)
- “Don’t Delete that Email Just Yet! A Look at E-Discovery and the Duty to Preserve Electronic Information, *Detroit Smart Pages* (January 2015)
- “EEOC Must Give Employers an Opportunity to Remedy Allegedly Discriminatory Practices Before Suing, *Straight Law Talk Blog* (May 2015)
- “Premises Liability: The Duty Owed to Those Who Enter Your Property”, *Detroit Smart Pages* (May 2015)
- “Can You Really Be Legally Fired from Your Job At Any Time for Any Reason?”, *Straight Law Talk Blog* (June 2015)
- “Detroit’s Improving Housing Market and What Prospective Buyers Should Consider”, *Straight Law Talk Blog* (June 2015)
- “MDOT’s Upcoming I-94 Construction Could Raise Property Right Issues”, *Straight Law Talk Blog* (June 2015)
- “Are You Ready to Start Hiring Workers for Your Business? Read This!” Part I, *Straight Law Talk Blog* (June 2015)
- “Are You Ready to Start Hiring Workers for Your Business? Read This!” Part II, *Straight Law Talk Blog* (June 2015)
- “Changes Are Coming to Overtime Pay Regulations, Workers and Employers Should Prepare for the Impact, *Straight Law Talk Blog* (July 2015)
- “What Effect Does Employment Termination Have on An Employee’s Fringe Benefits?”, *Straight Law Talk Blog* (July 2015)
- “Legal Pitfalls: What Small Business Owners Should Know About Running a Business” Part I, *Straight Law Talk Blog* (August 2015)
- “Crowdfunding for Nonprofits: Legal Considerations for 501 (c)(3) Tax Exempt Organizations” *Michigan Community Resources* (September 2015)
- “Michigan Communities and Squatting: What You Need to Know”, *Michigan Community Resources* (Contributor)(October 2015)
- “Legal Pitfalls: What Small Business Owners Should Know About Running a Business” Part II, *Straight Law Talk Blog* (February 2016)
- “Federal Employment Opportunities Expanding for Individuals with Disabilities”, *Straight Law Talk Blog* (February 2016)
- “Say What!?! A Few Important Things to Know About An Employer’s Statements to Third Parties About Current and Former Employees”, *Straight Law Talk Blog* (March 2016)
- “Do You Want to Grow Your Business? Consider A Strategic Alliance”, *Straight Law Talk Blog* (June 2016)
- “The Civil Workplace” Navigating Employee Rights to Demonstrate, *The Institute of Continuing Legal Education* (Co-Author) (April 2018)
- “Unemployment and the CARES ACT, *The Institute of Continuing Legal Education* (Co-Author) (May 2020)
- “Medical Examinations and the Workplace”, *The Institute of Continuing Legal Education* (Co-Author) (August 2020)
- “Straight Law Talk THE BOOK: How Entrepreneurs Can Avoid the Legal Pitfalls of Running a Business, Make Money with Confidence and Love What They Do” (Author)(October 2022)
- “Arbitration in Employment Disputes”, *The Institute of Continuing Legal Education* (Co-Author) (January 2023)

Presentations and Contributions

- *Crowdfunding for Nonprofits: Legal Guides for Nonprofits*, *Michigan Community Resources* (September 2015)
- *Avoiding Legal Pitfalls of Owning and Operating a Business*, *Small Business Summit with The Merchants Gazette* (June 2016)
- *Wrongful Discharge and Retaliation Litigation*, *The Institute of Continuing Legal Education* (Co-Presenter)(April 2017)
- *Employment Discharge*, *Law Power Hour TV Show with Barry Keller* (April 2017, November 2017)
- *7th and 9th Annual Wayne State University Law School’s Professionalism in Action*,

- Group Discussion Leader (January 2017, January 2018)
- *The Civil Workplace: Navigating Employee Rights to Demonstrate and Protest*, The Institute of Continuing Legal Education (Co-Presenter)(April 2018)
- *Employee Discipline for Off-Duty Conduct*, The Institute of Continuing Legal Education (Co-Presenter) (April 2019)
- *“Your Best Chance, With Judge Nance”*, Radio Superstation 910AM Unemployment Issues and the Pandemic (May 2020)
- *Unemployment and the CARES ACT*, The Institute of Continuing Legal Education (Co-Presenter) (May 2020)
- *Medical Examinations and the Workplace*, The Institute of Continuing Legal Education (Co-Presenter) (August 2020)
- *Hiring Lawyers in the Pandemic* (Roundtable Discussion) State Bar of Michigan, Business Law Section, Business Symposium (Co-Presenter)(January 2022)
- *Lunch & Learn: “Telework in the Post-Pandemic Workplace”* State Bar of Michigan, Labor & Employment Law Section (Co-Presenter)(May 2022)
- *Arbitration in Employment Disputes* The Institute of Continuing Legal Education (Co-Presenter) (January 2023)

Community Service

- Construction Trades Resource Fair, Tabernacle Missionary Baptist Church (November 2017)
- “Show Me The Money Day”, SER Metro-Detroit (February 2018)
- Job Fair & Skill Expo, US Little Rock Considine Family Life Center (April 2018)
- “I Got Next: I Can’t Breathe ...”, FreeLife Outreach Ministries (May 2020)
Zoom Panel Discussion with Detroit Youth, Law Enforcement and Attorneys
About What to Do When You Get Stopped by the Police