



SHAREHOLDER

C. Michael DeCamps

RICHMOND, VIRGINIA

MDeCamps@SandsAnderson.com

(804) 783-7297

Practices

Labor & Employment

Litigation

Business Litigation

Government

Industries

Automotive Dealers

Privately Held & Small Business

Manufacturing

EDUCATION

University of Virginia, J.D., 1975

University of Virginia, B.A., Phi Beta
Kappa, 1972

ADMISSIONS

Virginia

U.S. Court of Appeals for the Fourth
Circuit

U.S. District Court for the Eastern
District of Virginia

U.S. District Court for the Western
District of Virginia

A thoughtful and creative advisor, Mike DeCamps helps employers, executives, and businesses of all sizes resolve workplace and business conflicts.

Mike understands the importance of assessing and resolving issues efficiently and timely, but remains a valuable resource when businesses are faced with complex employment or commercial litigation. As your legal partner, he addresses your business needs with a keen, in-depth knowledge of employment law and commercial disputes. Mike supports resolving your workplace and business issues before they escalate, and will serve your business interests with intensity and care.

Mike offers consultative guidance on issues including:

- employment contracts
- discrimination
- restrictive covenants
- retaliation claims
- workplace policies and procedures
- wrongful discharge
- wage and hour disputes

Mike also brings his talents to a wide range of other civil litigation disputes including commercial, contract, local government, and personal injury matters. Mike enjoys giving back to his community and has done pro bono work for several non-profit and community organizations.

Mike is a shareholder, member of the Litigation Group, and Team Leader of the firm's Employment Law Team. He joined Sands Anderson in 1986.

Continued

PROFESSIONAL AFFILIATIONS

American Bar Association,
Employment Law Section

Bar Association of the City of
Richmond

Defense Research Institute

Virginia Bar Association

Virginia State Bar

Local Government Attorneys of
Virginia

COMMUNITY SERVICE

Leadership Metro Richmond, Graduate
Fan District Association, Former Board
Member

Richmond Ambulance Authority, Past
Vice Chairman, Board of Directors

West Richmond Little League, Former
President

Westwood Club, Former Board
Member

St. James Episcopal Church, Former
Vestry & Senior Warden

PROFESSIONAL HIGHLIGHTS

- Defended and prosecuted class action wage and hour lawsuits and federal WARN Act Claims.
- Defended several Virginia localities in claims brought by citizens or trade associations challenging administrative or regulatory actions involving civil rights and employment issues.
- Represented a corporation owning a nationally known tourism site in the resolution of corporate governance disputes.
- Represented a national real estate developer in defense of fraud and breach of contract claims involving an urban retail center.

RECOGNITION

"Best Lawyers in America®", 2009 – 2021

"Legal Elite" in Labor/Employment, Virginia Business Magazine, 2001 – 2017,
2019

"Super Lawyers®", 2006 – 2010, 2013 – 2016

SPEAKING ENGAGEMENTS

- Lectures and conducts training sessions for employers, trade associations, and bar groups.
- Organizes and presents on Employment Law topics in Richmond and other locations throughout Virginia.