

**Bureau of Employment Relations**  
**MERC PANEL MEMBER BIOGRAPHY**

Spence, Howard T.

**Business:** Spence and Associates  
1637 Willow Creek Dr  
Lansing, MI 48917  
517-579-0500

**Experience:**

Abitrator-Mediator, Spence and Assoc. Consultants (Black-Gold Assoc. LLC--Howard T. Spence, PLC)  
Attorney, General Practice of Law emphasizing employment, regulatory, and occupational law, 1976-present. Maintain a part-time law practice which focuses primarily on administrative law matters, specializing in occupational licensing and regulatory issues. Provide consultation and legal representation for non-represented individuals in certain areas of employment law and discrimination law, occasionally representing individual employees who are not affiliated with any union or labor organization in grievance matters before the Mich Civil Service Commission.  
Administrative Law Judge, Mich. Dept of Consumer & Industry Services, 1992-2002 (Early retirement from State of Mich) Deputy Insurance Commissioner, Mich. Dept. of Commerce Insurance Bureau, Office of Licensing and Enforcement, 1978-1992; Assistant Director of Policy, Mich. Dept. of Commerce, Public Service Commission, 1977-1978; Personnel Administrator, Mich Dept of Commerce, 1976-1977; Prison Resident Unit Manager and Social Worker, Mich. Dept. of Corrections, 1971-1976  
Faculty Instructor, Univ. of Phoenix, West Mich. and OnLine Campuses, MBA Program, 2003-2009; Adjunct Faculty Member, Nat'l Judicial College, Reno, Nevada, 1994-1998; Adjunct Professor of Law, Thomas Cooley Law School, 1977-1979  
Seminar Presenter, Mich. Inst for Continuing Legal Educ., Ins. Law Seminar, 1991/1996  
Instructor, Jackson Community College, Jackson, MI 1976

**Education:**

Juris Doctor (Labor and Employment Law, U of M 1976;  
MBA (Insurance and Finance), MSU Graduate School of Business 1979; Master of Labor and Industrial Relations (Employment Relations), MSU 1979; Master of Public Administration, U of M. 1977; Master of Science (Criminal Justice) MSU 1974;  
Bachelor of Arts (Social Science), MSU 1970;

**Advocacy:**

None

**Professional Organizations:**

Alpha Phi Alpha Fraternity, Inc. 1969-present. Pres. Lansing Chap. 1984-87/1998-2000.  
Insurance Regulatory Examiners Society, Nat'l Pres, 1990-91, Member Bd of Dirs 1989-92;  
American Bar Assoc. 1995-present; State Bar of Mich, 1976 to present; Lansing Black Lawyers Assoc;  
American Judges Association, 1995-present (Retired); Past member of Assoc of Black Judges of Mich., the Mich. Assoc of Administrative Law Judges  
Labor and Employment Relations Association.

**Charges:**

PER DIEM: \$1250, plus travel expenses, if any.

CANCEL: If cancelled less than 30 days prior to hearing, \$250 plus reasonable expenses incurred. If canceled more than 30 days in advance no cancellation charge, any pre-hearing contact and preparation time prior to notice of cancellation will be billed at \$125 per hour or part hour, up to a total of 2 hours.