

MICHELLE B. ABIDOYE

Partner / Los Angeles

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Michelle Abidoye is a labor and employment partner with more than two decades of experience advising and defending employers in healthcare, aviation, logistics, retail, and other complex operating environments.

Drawing on experience as a union organizer, judicial law clerk, senior in-house labor executive, and outside counsel, Michelle brings a practical, 360-degree perspective to labor strategy, organizing campaigns, collective bargaining, strikes, grievances, arbitrations, and employment litigation.

Before returning to FordHarrison, Michelle held senior leadership roles in which she led enterprise-wide labor relations functions, built proactive labor strategies, managed high-stakes organizing campaigns, negotiated collective bargaining agreements, and guided organizations through strikes, corporate campaigns, and other intensive labor activity.

Most recently, Michelle served as Chief Labor Relations Officer and Vice President for a large, multi-state healthcare system, leading a 15-person labor relations team supporting more than 120,000 employees and 22 union-represented groups. She also led employee and labor relations for a major technology and e-commerce retailer across the U.S. and Canada, and held senior people and labor relations roles for a regional airline, where she negotiated Railway Labor Act agreements and managed complex grievance and arbitration matters.

Earlier in her career, Michelle represented employers in arbitrations, collective bargaining, and complex employment litigation, including wage and hour class actions and claims involving wrongful termination, retaliation, harassment, and discrimination.

Her early work as a union organizer with SEIU and UNITE HERE, including completion of the AFL-CIO Organizing Institute apprenticeship program, continues to inform her people-centered approach to labor strategy and union dynamics.

EDUCATION

- » Loyola Law School (J.D., 2004)
- » Cornell University (eCornell) (Executive Leadership Certificate, 2026)
- » University of California, Los Angeles (B.A., *cum laude*, 1993)

BAR ADMISSIONS

- » California

COURT ADMISSIONS

- » U.S. District Court for the Northern District of California
- » U.S. District Court for the Central District of California
- » U.S. District Court for the Eastern District of California
- » U.S. District Court for the Southern District of California

LANGUAGES

- » Spanish

Representative Experience

- » Led the design and execution of enterprise-wide employee relations strategies to mitigate risks associated with traditional union organizing and corporate campaign activity across North America.
- » Advised and partnered with C-suite leaders to shape proactive labor relations, employee engagement, and workforce risk mitigation strategies aligned with organizational objectives.
- » Directed cross-functional initiatives to strengthen the direct employer–employee relationship, modernize union campaign playbooks and communication toolkits, and streamline labor relations operations, including collective bargaining and grievance management.
- » Oversaw crisis response efforts involving security concerns, picket line operations, and employee engagement, ensuring business continuity and organizational stability.
- » Successfully negotiated collective bargaining agreements, serving as the chief negotiator under the Railway Labor Act.
- » Achieved favorable outcomes in grievance arbitrations involving complex contract interpretation and disciplinary matters for clients in the airline and healthcare sectors.

News & Insights

- » July 21, 2026 - FordHarrison Adds Former Amazon and Providence Health Labor Executive Michelle Abidoeye as Partner in Los Angeles

Offices

- » *Los Angeles:*
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