

# Order

Michigan Supreme Court  
Lansing, Michigan

March 26, 2025

167057

GENNADY Y. PAREMSKY,  
Plaintiff-Appellant,

v

COUNTY OF INGHAM, INGHAM COUNTY  
MEDICAL CARE FACILITY, GRETA WU,  
KIMBERLY COLEMAN, BRUCE BRAGG,  
LESLIE M. SHANLIAN, JENNIFER MACK,  
JASON KOONTZ, JENNIFER FIELDS, and  
JILL HOOKEY,  
Defendants-Appellees.

SC: 167057  
COA: 364046  
Ingham CC: 21-000634-CK

Elizabeth T. Clement,  
Chief Justice

Brian K. Zahra  
Richard H. Bernstein  
Megan K. Cavanagh  
Elizabeth M. Welch  
Kyra H. Bolden  
Kimberly A. Thomas,  
Justices

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By order of November 1, 2024, the county defendants were requested to answer the application for leave to appeal the February 15, 2024 judgment of the Court of Appeals. On order of the Court, the answer having been received, the application for leave to appeal is again considered. Pursuant to MCR 7.305(H)(1), in lieu of granting leave to appeal, we REVERSE the judgment of the Court of Appeals in part and REMAND this case to the Ingham Circuit Court for further proceedings consistent with this order. Specifically, we reverse the Court of Appeals' holding that, as a matter of law, Susan O'Shea's statement that the plaintiff "was not to be terminated other than for a proper cause" fell short of describing an unequivocal and enforceable institutional commitment to guaranteeing the plaintiff employment but for just cause. To the contrary, we conclude that a reasonable jury could find that O'Shea's statement constituted a clear and unequivocal assurance of just-cause employment. See *Rood v Gen Dynamics Corp*, 444 Mich 107, 119 (1993). In all other respects, leave to appeal is DENIED, because we are not persuaded that the remaining questions presented should be reviewed by this Court.

ZAHRA, J., would deny leave to appeal.



a0319

I, Larry S. Royster, Clerk of the Michigan Supreme Court, certify that the foregoing is a true and complete copy of the order entered at the direction of the Court.

March 26, 2025

Clerk