



# BIOGRAPHY



## LAUREN RAYNER DAVIS

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## SENIOR ASSOCIATE

Lauren Rayner Davis is a senior associate in Peckar & Abramson's Labor and Employment Practice. She represents employers on a wide range of labor and employment issues such as labor contract administration, collective bargaining agreement negotiations, unfair labor practices, discrimination, harassment, terminations, layoffs, reasonable accommodations, investigations, application of state and federal family and medical leave acts, interpretation of wage and hour laws, defense of Employment Practices Liability Insurance (EPLI) and Directors & Officers (D&O) claims, and provides day-to-day advice on related legal issues

Lauren practices before New York and New Jersey State Courts as well as Federal and State Agencies, including the National Labor Relations Board (NLRB), the United States Equal Employment Opportunity Commission (EEOC), the New York State Division of Human Rights and the New Jersey State Division on Civil Rights. She is also certified as a New Jersey court-trained mediator.

Prior to joining Peckar & Abramson as an associate, Lauren was a judicial law clerk in the Civil and Appellate Divisions of the New Jersey Superior Court and a judicial intern in the United States District Court for the Southern District of New York. Lauren's unique experience at both the trial and appellate levels established a solid foundation for her practice. Over the course of her clerkships, Lauren assessed the legal viability of multiple issues in the employment litigation context, including matters involving wrongful termination, disability, gender, and ethnic discrimination, hostile work environment, sexual harassment, retaliation, trade secrets misappropriation, employee raiding, and whistleblower complaints.

Lauren earned her J.D. from Brooklyn Law School, where she served on the executive editorial board of the *Brooklyn Law Review*, and her B.A., *cum laude*, from the University of Southern California.

# HIGHLIGHTS

## ADMISSIONS:

- State of New Jersey
- State of New York
- District of Columbia
- United States District Court for the Southern District of New York
- United States District Court for the Eastern District of New York
- United States District Court for the District of New Jersey
- United States Court of Appeals for the Second Circuit
- United States Court of Appeals for the Third Circuit

## EDUCATION AND COURSES:

- University of Southern California, B.A., *cum laude*
- Brooklyn Law School, J.D.

## PRACTICE AREAS:

- Labor Law
- Employment Law and Practices
- Business Litigation
- Construction and Infrastructure

## MEMBERSHIPS:

- American Bar Association
- Defense Research Institute (DRI)
- New Jersey State Bar Association
- New York City Bar Association

## AWARDS AND RECOGNITIONS:

- Hoffman Memorial Prize for Excellence in Corporate Law

## PUBLICATION AND PRESENTATIONS:

- “The Inflation Reduction Act: Practical Guidance on Prevailing Wage & Apprenticeship Tax Credits,” Mechanical Contractors Association of America, January 2023 (Speaker)
- “Practical Approaches to Worker Impairment: Marijuana Legalization & Beyond,” 2022 NECA Safety Leadership Summit, November 2022 (Speaker)
- “Best Practices to Handle Workers Impairment,” BTEA New York – National Industry Safety Forum, April 2022 (Speaker)
- “Time to ‘Construct’ New Social Media Policies,” *ConsensusDocs* Newsletter, March 2022 (Co-Author)
- “Top Ten Motions in Limine,” DRI’s *For The Defense* Magazine, March 2022 (Co-Author)
- “Remote Working, Vaccines and Employer Obligations Under the Americans With Disabilities Act,” New Jersey Staffing Alliance Webinar, March 2022 (Speaker)
- “Project Labor Agreements Will Now Be Required for Large-Scale Federal Construction Projects,” *P&A Client Alert*, February 2022 (Co-Author)
- “OSHA’s COVID-19 Vaccination & Testing Emergency Temporary Standard,” Mechanical Contractors Association of America’s 19th Annual Safety Directors’ Conference, January 2022 (Speaker)
- “Action Required by December 27, 2021 for New York City’s Vaccination Mandate for Private Employers,” *P&A Client Alert*, December 2021 (Co-Author)

# HIGHLIGHTS CONTINUED

- “Remote Working, Vaccines and Employment Obligations,” *DRI*, December 2021 (Co-Author)
- “New York Legislature Vastly Expands Whistleblower Rights Under New Amendments to Statute,” *P&A Client Alert*, November 2021 (Co-Author)
- “Remote Working, Vaccines and Employment Obligations Under the Americans with Disabilities Act,” *P&A Client Alert*, October 2021 (Co-Author)
- “New York’s Cannabis Law: What Does It Mean for the Construction Industry?,” General Contractors Association of New York, November 2021 (Speaker)
- “Covid-19 Vaccination Requirements on Direct Federal Agency Prime Contracts and Subcontracts,” Mechanical Contractors Association of America, November 2021 (Speaker)
- “Remote Working, Vaccines and Employment Obligations Under the Americans with Disabilities Act,” *P&A Client Alert*, October 2021 (Co-Author)
- “Impacts of Marijuana in Construction,” Associated General Contractors (AGC) New York State, June 2021 (Speaker)
- “How the Protecting the Right to Organize (PRO) Act of 2021 Is Likely to Affect Employers Across All Industries,” *P&A Client Alert*, May 2021 (Co-Author)
- “New York State Requires Employers to Provide Paid Leave for Employees to Receive COVID-19 Vaccines,” *P&A Client Alert*, March 2021 (Co-Author)
- “New Jersey Department of Labor Issues Guidance on Employer-Mandated COVID-19 Vaccinations,” *P&A Client Alert*, November 2020 (Co-Author)
- “Reporting Incidents of Work-Related COVID-19 Fatalities and Hospitalizations,” *P&A Client Alert*, November 2020 (Co-Author)
- “The Adoption of a COVID-19 Vaccination Policy in the Workplace,” *P&A Client Alert*, November 2020 (Co-Author)
- “Essential Employees Who Contract COVID-19 May Be Entitled to Workers’ Compensation Benefits: What New Jersey Employers Need to Know,” *P&A Client Alert*, October 2020 (Co-Author)
- “A Call for Nationwide Consistency on Noncompetes,” *Law360*, 2018 (Co-Author)
- “Secrecy for the Sake of It: The Defend Trade Secrets Act,” *83 Brook. L. Rev.* 359, 2017