

Rebecca S. Davies



Rebecca is a shareholder based in Butzel Long's Detroit office. She received her undergraduate degree from the University of Michigan at Dearborn and her juris doctorate, *magna cum laude*, from the Detroit College of Law in 1995. She also completed the masters program at Wayne State University Law School by obtaining a L.L.M., with a GPA of 3.79, in Labor and Employment Law.

Ms. Davies concentrates her practice primarily in the areas of employment law and commercial litigation. She represents employers in federal and state court litigation and before state and federal administrative agencies.

Ms. Davies has represented employers in both the private and public sectors for almost twenty years. She has represented companies with 2 to 20,000 employees. In the public sector, Ms. Davies has represented numerous municipalities, libraries, counties and government authorities.

Ms. Davies has had repeated success both in and out of the court room. In federal court, she has received no cause verdicts in the defense of employment and commercial jury trials. In state court, she has obtained numerous dismissals and favorable settlements in a wide range of employment disputes, including harassment, wrongful termination, employment discrimination and wage claims. She also has repeatedly obtained dismissals of charges before federal and state administrative agencies. Her greatest successes, however, may be her efforts to prevent litigation. She has regularly counseled employers regarding compliance under federal and state employment laws (including FLSA, FMLA, ADA and Title VII), drafted employment policies, and advised on preventative strategies.

Ms. Davies is a frequent author and lecturer, not only for client in-house trainings and publications, but also outside organizations, such as Walsh College, the Michigan Chamber of Commerce, Automation Alley and American Society of Employers. She is an adjunct faculty member at Walsh College where she teaches the PHR/SPHR certification courses as well as general business law courses. Also, at Walsh College, Ms. Davies facilitates monthly affinity groups for human resource professionals at both the Troy and Novi campuses.

Ms. Davies is also active in national and local legal associations and regularly volunteers in her community. She serves on the Board of North American Transportation Employee Relations Association ("NATERA"), is a member of the Wage and Hour Defense Institute of the Litigation Counsel of America, and has previously served as the Chair for the Labor and Employment Section for the Oakland County Bar Association.