

## Lauren J. Marcus

Shareholder

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## Focus Areas

Leaves of Absence and Disability Accommodation  
Wage and Hour  
Policies, Procedures and Handbooks  
Drugs and Alcohol  
Home Health and Home Care

## Overview

Lauren J. Marcus represents and advises employers in various aspects of employment law. Lauren regularly advises and counsels clients on a wide array of day-to-day concerns, including leaves of absence issues, wage and hour questions and handbooks and policies. Lauren's practice focuses on advice regarding leaves of absence and accommodations under both state and federal law. Lauren is recognized for her significant knowledge regarding nationwide paid sick leave and has conducted webinars and written extensive policies regarding the same.

Lauren is an experienced litigator and defends employers in a variety of matters in both New Jersey and New York state and federal courts and before governmental agencies. She defends clients against claims arising a wide array of laws, including Title VII of the Civil Rights Act, the American with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act and similarly state and local laws. Lauren's practice also includes working on restrictive covenant matters and both single-plaintiff and class action wage and hour litigation. She has worked on numerous disability and perceived disability matters in both New Jersey and New York.

## Professional and Community Affiliations

- Member, Sidney Reitman Labor and Employment Inn of Court

## Recognition

- Recipient, Dean's Merit Scholarship, *Rutgers School of Law*
- Named, Rising Star, *Super Lawyers*, 2014-2019

\* The Super Lawyers list is issued by Thomson Reuters. For information about the standards for inclusion in Super Lawyers, please see [http://www.superlawyers.com/about/selection\\_process.html](http://www.superlawyers.com/about/selection_process.html).

## Education

J.D., Rutgers School of Law, 2009

B.A., Rutgers University, 2004, *cum laude*

## Bar Admissions

New Jersey

New York

## Courts

U.S. District Court, District of New Jersey

## Publications & Press

### **New Jersey Legislature Tells Employers: No Transparency? No Doing Business Here!**

*Littler ASAP*

September 30, 2024

### **Temporary Workers Bill of Rights Scores a Victory in the Third Circuit Court of Appeals**

*Littler Insight*

August 7, 2024

### **New Jersey Court Clarifies Application of 2019 Wage and Hour Law Amendments**

*Littler ASAP*

June 11, 2024

### **New Jersey Enacts “Bill of Rights” for Domestic Workers**

*Littler ASAP*

March 8, 2024

**Unions Get OK to File Prevailing Wage Claims on Behalf of Workers in New Jersey Regardless of Whether They Are Members**

*Littler ASAP*

January 25, 2024

**Temporary Rules for Temporary Workers? New Jersey Department of Labor Issues Guidance on Temporary Workers' Bill of Rights**

*Littler Insight*

July 27, 2023

**Federal Court Holds That Employees Cannot File Private Lawsuits Against Their Employers Under New Jersey Cannabis Law**

*Littler ASAP*

June 12, 2023

**Artificial intelligence can be discriminatory, according to NJ bill**

*New Jersey 101.5*

February 27, 2023

**We The Temp Workers: New Jersey Enacts "Temporary Workers' Bill of Rights"**

*Littler Insight*

February 9, 2023

**Signed, Sealed, Delivered: New Jersey Implements Long-Delayed Landmark WARN Law**

*Littler ASAP*

January 10, 2023

**New Jersey Edges Closer to Implementing Landmark WARN Law**

*Littler ASAP*

December 8, 2022

**New Jersey Cannabis Regulatory Commission Issues Workplace Guidance on Reasonable Suspicion Determinations**

*Littler ASAP*

September 14, 2022

**New Jersey Expands Vaccination Requirements for Healthcare Workers and High-Risk Settings**

*Littler ASAP*

January 21, 2022

**New Jersey Marijuana Law Employment Provisions Take Effect**

*SHRM Online*

September 1, 2021

**New Jersey Marijuana Law Employment Provisions Take Effect**

*Littler ASAP*

August 27, 2021

**New Jersey Eases COVID-19 Workplace Restrictions Through Two Executive Orders**

*Littler ASAP*

May 27, 2021

**Montana Legalizes Marijuana for Recreational Use and Will Protect Lawful Off-Work Use**

*Littler ASAP*

May 25, 2021

**Radical Expansion of New Jersey WARN Act Nears**

*Littler ASAP*

May 17, 2021

**Off-Duty Recreational Cannabis Use to be Protected in New Jersey**

*Littler ASAP*

February 24, 2021

**New Jersey's Legalization of Recreational Cannabis Use Includes Critical Employee Protections, But Leaves Many Questions Unanswered**

*Littler Insight*

December 22, 2020

**Legalization of Recreational Marijuana in NJ: Voter Approved, But Not Yet in Effect**

*Littler ASAP*

November 6, 2020

**What To Know About DOL's Revamped Virus Paid Leave Rule**

*Law360*

September 16, 2020

**DOL Revises FFCRA Regulations to Clarify Paid Leave Rules in Wake of New York Federal Court's Decision**

*Littler Insight*

September 13, 2020

**New FFCRA FAQs Address Return-to-School Leave Issues**

*Littler ASAP*

August 28, 2020

**Dear Littler: How Do We Manage Time Off, Scheduling & Accommodation Requests from Employees with Children Whose Education is Affected by COVID-19?**

*Dear Littler*

August 26, 2020

**Quarantine Quandaries – How NY, NJ and CT’s Quarantine Period May Impact Employers**

*Littler Insight*

June 29, 2020

**New Jersey Once Again Amends the New Jersey Family Leave Act and Temporary Disability Benefits Law**

*Littler ASAP*

April 17, 2020

**New Jersey Expands Employee Leave Benefits Available in Light of COVID-19 Pandemic**

*Littler ASAP*

March 27, 2020

**The Intersection of COVID-19 and Leave Laws: An FAQ for U.S. Employers**

*Littler Insight*

March 18, 2020

**NJ Supreme Court Holds Medical Marijuana Use Outside of the Workplace is Protected Under State Law and Employers are Required to Accommodate After-Hours Use**

*Littler Insight*

March 16, 2020

**New Jersey Department of Labor Releases Final Regulations for Earned Sick Leave Law**

*Littler ASAP*

January 15, 2020

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2020

**New Jersey Latest State to Ban Hairstyle Discrimination**

*Littler ASAP*

December 24, 2019

**Littler Lightbulb: Paid Leave Policies & Practices**

*Littler Insight*

July 11, 2019

**New Jersey Publishes Mandatory Paid Sick Leave Notice in 12 New Languages**

*Littler ASAP*

November 1, 2018

**New Jersey Releases FAQ on Paid Sick and Safe Time Law**

*Littler ASAP*

October 26, 2018

**New Jersey Governor to Sign Statewide Paid Sick and Safe Leave Bill**

*Littler Insight*

April 27, 2018

**Morristown Becomes New Jersey's 13th Municipality to Enact a Paid Sick Time Law**

*Littler ASAP*

September 16, 2016

**Just in Time for the Holidays, New Brunswick Gives the "Gift" of Paid Sick/Safe Time**

*Littler Insight*

December 28, 2015

**New Jersey Supreme Court Provides Guidance to Employers Defending Against Certain Supervisory Harassment Claims**

*Littler Insight*

February 18, 2015

**Newark Follows Jersey City to Enact Paid Sick Time Law**

*Littler Insight*

March 4, 2014

**New Jersey Law Requires Covered Employers to Provide Domestic Violence Leave**

*Littler Insight*

July 26, 2013

## Speaking Engagements

### **Handbook Hardball: Responding to the NLRB's Strict New Standard on Workplace Rules and Its Weaponization of Section 7**

Littler Executive Employer Conference, Phoenix, AZ  
May 9, 2024

### **Tips to Create a Best-in-Class Onboarding Packet**

September 7, 2023

### **2023 Tri-State Regional Employer Conference**

New York, NY  
June 20, 2023

### **How Can Your Employee Handbook Evolve to Protect Your Organization While Meeting the Needs of a Remote Workforce?**

Littler Executive Employer Conference, Phoenix, AZ  
May 11, 2023

### **Challenges of Addressing Marijuana & Measuring Impairment in the NJ Workplace**

Drugs Don't Work in NJ Webinar  
February 9, 2023

### **New Jersey's Landmark WARN Law and What It Means for Employers**

February 1, 2023

### **Why a Well-Written Employee Handbook Is Worth Its Weight in Gold**

June 7, 2022

### **Current Labor and Employment Law Issues Impacting Your Contracting Business**

Newark, NJ  
March 29, 2021

### **New Jersey's Legalization of Marijuana Requires Employers to Amend Policies**

Newark, NJ  
March 24, 2021

### **New Leave and Accommodation Issues to Consider as Employees Return to Work**

July 6, 2020

**The Next Normal: Advice for New York and New Jersey Employers on Safely Reopening Their Workplaces**

June 24, 2020

**New Jersey's Earned Sick Leave Law Update: The Proposed Regulations are Out**

October 19, 2018

**New Jersey's Paid Sick and Safe Leave Law Goes Into Effect on October 29, 2018**

August 29, 2018

**2017 Hot Topics in Employment & Labor Law**

Newark, NJ

May 2, 2017