



Lauren J. Marcus

Shareholder

One Newark Center
1085 Raymond Boulevard, 8th Floor
Newark, NJ 07102
main: (973) 848-4700
direct: (973) 848-4707
fax: (973) 643-5626
lmarcus@littler.com



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.

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 Cannabis Regulatory Commission Issues Workplace Guidance on Reasonable Suspicion Determinations

Little ASAP

September 14, 2022

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

Little 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

Little ASAP

August 27, 2021

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

Little ASAP

May 27, 2021

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

Little ASAP

May 25, 2021

Radical Expansion of New Jersey WARN Act Nears

Little ASAP

May 17, 2021

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

Little ASAP

February 24, 2021

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

Little Insight

December 22, 2020

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

Little 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

Little Insight

September 13, 2020

New FFCRA FAQs Address Return-to-School Leave Issues

Little 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

Little Insight

June 29, 2020

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

Little ASAP

April 17, 2020

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

Little ASAP

March 27, 2020

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

Little 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

Little Insight

March 16, 2020

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

Little ASAP

January 15, 2020

Little Elevates 28 Attorneys to Shareholder

Little Press Release

January 6, 2020

New Jersey Latest State to Ban Hairstyle Discrimination

Little ASAP

December 24, 2019

Little Lightbulb: Paid Leave Policies & Practices

Little Insight

July 11, 2019

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

Little ASAP

November 1, 2018

New Jersey Releases FAQ on Paid Sick and Safe Time Law

Little ASAP

October 26, 2018

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

Little Insight

April 27, 2018

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

Little ASAP

September 16, 2016

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

Little Insight

December 28, 2015

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

Little Insight

February 18, 2015

Newark Follows Jersey City to Enact Paid Sick Time Law

Little Insight

March 4, 2014

New Jersey Law Requires Covered Employers to Provide Domestic Violence Leave

Little Insight

July 26, 2013

Speaking Engagements

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