



Lauren J. Marcus

Shareholder

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Practice Areas

Leave and Accommodation
Wage and Hour
Handbooks and Policies
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

Events & 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

Recognition

- Named, Stand-Out Lawyer *Thomson Reuters*, 2023-2024
- Named, Rising Star *Super Lawyers*, 2014-2019
- Recipient, Dean's Merit Scholarship *Rutgers School of Law*

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

Third Circuit Affirms That New Jersey's Cannabis Law Does Not Allow a Private Right of Action

Littler ASAP

December 19, 2024

N.J. Legislature Tells Employers to Be Transparent About Pay, Promotions

External Publication

October 8, 2024

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 ASAP

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 ASAP

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

In the News

February 27, 2023

We The Temp Workers: New Jersey Enacts “Temporary Workers’ Bill of Rights”

Littler ASAP

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

External Publication

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 ASAP

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

External Publication

September 16, 2020

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

Littler ASAP

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 ASAP

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 ASAP

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 ASAP

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

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 ASAP

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 ASAP

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 ASAP

December 28, 2015

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

Littler ASAP

February 18, 2015

Newark Follows Jersey City to Enact Paid Sick Time Law

Littler ASAP

March 4, 2014

New Jersey Law Requires Covered Employers to Provide Domestic Violence Leave

Littler ASAP

July 26, 2013