

# AARON L. DAVIS

SHAREHOLDER

Lansing

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Aaron L. Davis has significant experience representing employers on all matters impacting their employees under federal and state labor and employment laws. He advises and represents clients in a variety of sectors. Mr. Davis is admitted to practice in several states and in appeals and district court jurisdictions throughout the US.

Mr. Davis represents individuals and entities in myriad industries on matters including Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Fair Labor Standard Act (FLSA), and Family and Medical Leave Act (FMLA). Aaron also has experience representing clients in union representation, labor arbitrations, collective bargaining, and litigation before the Michigan Employment Relations Commission (MERC).

Employers also routinely seek Mr. Davis' counsel on employment disputes and day-to-day employee issues prior to the commencement of litigation. He frequently consults with and trains employers on employment practices and policies, including employee separations, workplace investigations, disciplinary matters, wage and hour issues, requests for accommodation, and leaves of absence.

Aaron also devotes a portion of his practice to representing State of Michigan Non-Exclusively Represented Employees (NERE) through the Michigan State Civil Service appeal process. He has successfully represented clients before the Michigan Employment Relations Board and appeals up to the Michigan Civil Service Commission.

## Primary Practice Areas

Government Relations and  
Regulatory Specialty Team  
Labor and Employment

## All Related Practice Areas

Administrative Rulemaking

Business & Commercial  
Litigation

Construction

Construction Litigation

Education Industry Team

Employment Litigation

Environmental Litigation

Government Relations and  
Regulatory Specialty Team

Governmental

Labor and Employment

Litigation and Dispute  
Resolution

Real Estate

Real Estate Litigation

State and Local Government  
Relations

## AARON L. DAVIS

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Mr. Davis is Co-Managing Shareholder for the firm's Lansing office. Prior to joining Butzel, he was a labor and employment practice department chairperson and vice president of a well-established Lansing law firm. During the course of his impressive career he has practiced at firms in Chicago, Illinois, and Tallahassee, Florida.

Steadfastly dedicated to sharing his knowledge in support of community and professional organizations, Aaron serves on the Board of the Potter Park Zoological Society where he also formerly served as Chairperson. He serves on the HR Committee for the Capital Region Community Foundation, an organization with the mission to lead philanthropic solutions that build vibrant communities within Ingham, Eaton, and Clinton counties. Mr. Davis is a member of the Ingham County Bar Association, where he previously served as Co-Chair of the Employment and Labor Law Section, and the Chicago Bar Association, where he has served as Co-Chair of the Young Lawyers Division. He is additionally a member of the State Bar of Michigan, Labor & Employment Law, Government Law, and Environmental Law Sections; State Bar of Florida; State Bar of Illinois; and Tallahassee Bar Association. Additional professional memberships include the Ingham County Economic Development Corporation and Ingham County Brownfield Redevelopment Authority.

### Credentials

#### EDUCATION

The University of Illinois – Chicago School of Law, J.D.

Michigan State University, B.A. – Political Science

#### ADMISSIONS

State Bar of Florida

State Bar of Illinois

State Bar of Michigan

United States Court of Appeals for the Seventh Circuit

United States Court of Appeals for the Sixth Circuit

United States District Court for the Eastern District of Michigan

United States District Court for the Middle District of Florida

United States District Court for the Northern District of Illinois

## AARON L. DAVIS

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United States District Court for the Southern District of Florida

United States District Court for the Western District of Michigan

### Awards & Recognitions

Michigan *Super Lawyers* – Rising Stars, Business Litigation (2016–2018)

Northeastern University, Boston, Massachusetts – Varsity Athlete, Men's Crew (1999 – 2001)

### Community & Professional

Ingham County Bar Association – Co-Chair, Employment and Labor Law Section

Chicago Bar Association – former Co-Chair, Young Lawyers Division

Tallahassee Bar Association

Ingham County Economic Development Corporation

Ingham County Brownfield Redevelopment Authority