

REBECCA S. DAVIES

SHAREHOLDER

Troy
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Rebecca S. Davies concentrates her practice primarily on employment law and commercial litigation. Clients rely on her insight to navigate challenges and protect their long-term interests. Drawing on more than 30 years of experience, she advises clients on employment issues encountered in day-to-day business operations and in complex scenarios that can impact employers for years to come. Rebecca has represented and counseled employers of all sizes—from companies with two to 20,000 employees—in private and public sectors in a variety of industries.

In the private sector, Rebecca Davies represents clients such as automotive suppliers, credit unions, professional, dental, and veterinarian services employers, and others. In the public sector, she represents municipalities, libraries, road commissions, counties, government authorities and other entities. Her experience includes prevailing on behalf of clients in federal and state court litigation and before state and federal administrative agencies.

Over the course of her career, Ms. Davies has accumulated an enviable record of repeated success in and out of the courtroom. 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. Rebecca has also repeatedly obtained dismissal of charges before federal and state administrative agencies. Her greatest successes may lie in her efforts to prevent litigation. She regularly advises employers on compliance with federal and state employment laws, including

Primary Practice Areas

[Employment Litigation](#)
[Labor and Employment](#)

All Related Practice Areas

Alternative Dispute Resolution (ADR)

Automotive Industry Team

Employment Litigation

Job Discrimination & Wrongful Discharge

Labor and Employment

Litigation and Dispute Resolution

Non-Compete & Trade Secret

Outside General Counsel Services

Wage and Hour Specialty Team

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the Fair Labor Standards Act, Family and Medical Leave Act, Americans with Disabilities Act, and Title VII. She also assists with drafting employment policies and developing preventative strategies.

Rebecca S. Davies is a Shareholder based in Butzel's Troy office. She is a member of the firm's Global Automotive Coordinating Committee. Rebecca has contributed annually to Butzel's Automotive Practice OEM Terms and Conditions Update, most recently addressing contractual confidentiality obligations. Rebecca obtained a Master of Laws from Wayne State University Law School, received her Juris Doctor, *magna cum laude*, from the Detroit College of Law, and received her undergraduate degree from the University of Michigan-Dearborn. Ms. Davies additionally holds SPHR/SHRM-SCP credentials.

Ms. Davies is a frequent author and lecturer, providing in-house training for clients and contributing to publications and presenting for external organizations such as MichBusiness, Walsh College, Michigan Chamber of Commerce, Automation Alley, and American Society of Employers. She facilitates monthly peer group meetings for human resource professionals in the Metro Detroit area in collaboration with MichBusiness, the largest and premier business association in Michigan. She is a former adjunct faculty member at Walsh College where she taught human resources certification courses (PHR/SPHR and SHRM-CP/SCP) and general business law courses for over 10 years.

Active in national and local legal associations, Rebecca Davies regularly volunteers her time to share legal updates concerning labor and employment, wage and hour, and other issues important to human resources professionals. She serves on the Board of North American Transportation Employee Relations Association (NATERA). She was a member of the Wage and Hour Defense Institute of the Litigation Counsel of America and also previously served as Chair of the Labor and Employment Section of the Oakland County Bar Association.

Supporting youth through community service is a priority for Ms. Davies. She spent six years as a Girl Scout leader and served as an Assistant Coach for the middle and high school softball teams at Our Lady of the Lakes. Additionally, she has volunteered as a robotics mentor, math and reading tutor, and has been an active volunteer in various school initiatives. She continues to give back to young people through a wide range of programs, generously donating her time and resources to numerous activities supported by the Butzel Charitable Trust Committee.

Credentials

EDUCATION

Wayne State University, LL.M.

Detroit College of Law, J.D.

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University of Michigan–Dearborn, B.S.A.

ADMISSIONS

Michigan

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 Western District of Michigan

MEMBERSHIPS

State Bar of Michigan, Labor & Employment Law Section

MichBusiness, HR Peer Group Facilitator

Society of Human Resource Management (SHRM)

Detroit Regional Chamber of Commerce, Small Business Advisory Council

North American Transportation Employee Relations Association, Board Member

Transportation Lawyers Association

Oakland County Bar Association, Sustaining Member (current); Employment Law Committee (current), Chair (2009–2010); Employment Law Committee, Chair (2009–2010) and Vice Chair (2008–2009)

Walsh College Business Leadership Institute, Affinity Group Leader, former member and group leader

Wage and Hour Defense Institute, former member

Awards & Recognitions

The Best Lawyers in America® – Employment Law, Management, 2026; Litigation – Labor and Employment, 2026

DBusiness Top Lawyers in Metro Detroit, Labor and Employment Law – 2016, 2022, 2023, 2025; Litigation – Labor and Employment Law – 2022–2023

Leading Lawyers, Employment Law: Management – 2021

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Corp! Magazine, Most Valuable Professional – 2016

Community & Professional

SPHR/SHRM-SCP Certifications

Girl Scout Leader, 2005-2011

Our Lady of the Lakes middle and high school softball teams, former Assistant Coach

Farmington Area Jaycees, Board member and Legal Counsel (1998-2002)