



## Felicia A Davis

Partner, Employment Law Department

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**Felicia Davis** is a partner in the Employment Law practice of Paul Hastings in the Los Angeles office.

Ms. Davis represents employers in all aspects of labor and employment law, including pay equity, discrimination, retaliation, harassment, defamation, religious accommodation, and wage and hour issues, in both single-plaintiff and class-action matters. She also represents clients in background check litigation under the Fair Credit Reporting Act, government investigations, labor grievances, workplace investigations, and collective bargaining. Ms. Davis' clients span all industries, with an emphasis in media, entertainment and technology companies.

In addition to litigation, Ms. Davis regularly helps employers review and revise their employment policies and procedures, including policies on employee background checks, paid sick leave, and wage and hour issues, and provides anti-harassment training to management and executives. She also works with employers to review and analyze their compensation practices for pay equity and legal compliance.

Ms. Davis frequently advises and speaks on the intersection of technology and employment law and is Co-Chair of the ABA Labor and Employment Law Committee on Technology in the Practice and Workplace.

### Recent Representations

- Won summary judgment against more than 20,000 class members alleging violations of the Fair Credit Reporting Act (FCRA).
- Won summary judgment for a large entertainment company in a single plaintiff case alleging age and medical condition discrimination, breach of contract, and defamation.
- Achieved walk-away dismissal by plaintiff mid-arbitration for a software company after forensics determined that the plaintiff had destroyed evidence and fraudulently altered a key document.

### Los Angeles

T: 1(213) 683-6120

F: 1(213) 996-3120

### San Francisco

T: 1(415) 856-7020

### Practice Areas

Employment Litigation

Employment Law

Litigation

Employment Counseling and

Preventive Advice

### Admissions

California Bar

### Education

Claremont McKenna College,  
B.A. 2001

UCLA School of Law, J.D.  
2009

## **Felicia A Davis** (Continued)

- Won summary judgment for an entertainment client in a single plaintiff case alleging sexual orientation discrimination and retaliation.
- Won summary judgment for a theme park client in a multi-plaintiff case alleging national origin and disability discrimination, wrongful termination, and violation of collective bargaining agreement.
- Obtained dismissal of NLRB, EEOC, and DFEH charges for a number of clients.
- Achieved walk-away dismissal of individual and class claims for a number of clients.

### **Accolades and Recognitions**

- Law 360, Rising Stars (2018)
- The Daily Journal, Top 40 Lawyers Under 40 (2019, 2018)
- Recognized by The Legal 500 as a Next Generation Lawyer in Labor and Employment Disputes (2018)

### **Speaking Engagements and Publications**

- "The Gig Economy Revolution and its Aftermath", American Bar Association National Symposium on Technology and Labor and Employment Law (April 2019)
- "Blockchain: What Is It and What Are Its Implications for the Workplace?", American Bar Association Annual Labor and Employment Law Conference (Speaker, 2018).
- "Pay Equity and Practical Considerations in Self-Analysis", National Employment Law Institute Employment Law Update (Speaker, 2018).
- "Blockchain: What is it, how does it work, and how will it impact the workplace?", American Bar Association National Symposium on Technology and Labor and Employment Law (Moderator, April 2018).
- "Addressing Religious Discrimination and Accommodation in Today's Workplace", Orange County Bar Association Labor & Employment Law Symposium (Speaker, June 2017).
- "Sued to Death: Can the Gig Economy Survive?", American Bar Association National Symposium on Technology and Labor and Employment Law (Moderator, April 2017).
- "Employee Background Checks: The Top Trends to Avoid Litigation and Protect Your Business", Webinar (Speaker, January 2017).
- "The California Fair Pay Act", California Employment Law Council Annual Meeting (Speaker, November 2016).
- "Welcome to Your Obsolescence: Artificial Intelligence in the Workplace", American Bar Association National Symposium on Technology and Labor and

## Felicia A Davis (Continued)

Employment Law (Moderator, April 2016).

- “Bringing Your Own Device to the Workplace – Issues for Employers”, Webinar (Speaker, February 2016).
- “Rise of the Machines”, American Bar Association National Symposium on Technology and Labor and Employment Law (Moderator, March 2015).
- “BYOD and Social Media: The Next Generation”, American Bar Association National Symposium on Technology and Labor and Employment Law (Speaker, May 2014).
- “Online Social Media and Earlier ‘New Technology’ in the Employment Context”, co-author, Chapter 11, Workplace Data: Law and Litigation (BNA) (2013).
- “#workplacerrant: Regulating Employees’ Social Media Use”, Nexus Journal of Law and Policy Symposium (Speaker, October 2013).
- “Employee Waives Attorney-Client Privilege by Failing to Heed Employer’s Admonition: Use Computer Only for Company Business”, 2011 Bender’s Calif. Lab. & Empl. Bull. 140 (May 2011).

### Education

Ms. Davis received her J.D. from the University of California at Los Angeles (Order of the Coif). In law school, she served as the Submissions Editor for the *UCLA Women’s Law Journal* and as a writing advisor for the legal skills program. Ms. Davis received her B.A. in Government from Claremont McKenna College, *cum laude*.

Prior to joining Paul Hastings, Ms. Davis was a distribution manager for a large industrial supply company and served eight seasons as an assistant women’s basketball coach for Claremont-Mudd-Scripps Colleges.

### News

**July 30, 2018**

Five Paul Hastings Lawyers Named Law360 Rising Stars

### Insights

**February 20, 2019**

When It Comes to Consumer Report Disclosures, Keep It Simple

**August 01, 2018**

## **Felicia A Davis** (Continued)

Prior Salary in Employment Decisions: California Changes and Attempts to Clarify Recent Salary History Ban and Fair Pay Act Legislation

**November 06, 2017**

A Tale of Two Governments: Ten New Laws Impacting Employers with Operations in California

**March 16, 2016**

Time to Update Your Anti-Harassment Policy: California's New FEHA Regulations

**March 07, 2016**

Understanding The DOL's Proposed Regulations On Paid Sick Leave For Federal Contractors

## **Rankings & Awards**

**July 10, 2019**

Recognized by the Daily Journal as Top Labor & Employment Lawyers for 2019

**July 30, 2018**

Recognized as a Law360 Rising Star for Employment

**June 20, 2018**

Recognized in the Daily Journal's 40 Under 40 series