



Partner

drapuano@archerlaw.com

(856) 616-2603

Haddonfield, NJ

Practice Areas

Data Privacy and Cybersecurity
Employee Benefit Plans / Executive
Compensation / ERISA
Labor & Employment Law
Workplace Training Resources
Coronavirus (COVID-19) Task Force

Admitted

New Jersey
Pennsylvania

Education

Brown University, (B.A., 1990)
University of Notre Dame Law School (J.D., cum
laude, 1993)

David A. Rapuano concentrates his practice in representing management in all areas of labor and employment law. David's practice involves client counseling to ensure compliance with all aspects of labor and employment law, including reviewing and drafting employment handbooks, workplace investigations, hiring and termination issues, wage payment issues, exemption and overtime issues, and compliance with state and federal disability and leave laws. David also conducts supervisor and employee training with respect to issues such as sexual and workplace harassment, handling leave issues, and legal compliance for supervisors. David's practice also involves handling collective bargaining issues, including private and public sector union negotiations and grievance arbitrations.

In addition, David engages in an active litigation practice involving Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the New Jersey Law Against Discrimination and the Fair Labor Standards Act. David, who is licensed in both New Jersey and Pennsylvania, has handled a wide variety of employment cases for both private and public sector clients before federal and state courts and a variety of government agencies.

David has written numerous published articles related to labor and employment issues, such as the legal ramifications of monitoring of employee e-mail and the expansion of employer liability under the Conscientious Employee Protection Act. David also lectures on various employment law topics before many business and professional groups, including the Council on Education in Management, Lorman Education Services, and the National Business Institute.

David is actively involved in a variety of charitable and civic groups, including being a member of the Advisory Board of the Southwest New Jersey Salvation Army Corps and the Board of Directors of the Burlington County Chamber of Commerce.

Prior to entering private practice in 1994, David served for a year as a judicial law clerk to the Honorable Warren Brody, Presiding Judge of the New Jersey Superior Court, Appellate Division. He earned his law degree, cum laude, in 1993 from the University of Notre Dame Law School, and received a Bachelor's of Arts degree from Brown University in 1990. David was admitted to practice in New Jersey in 1993 and in Pennsylvania in 1994.

Professional and Community Involvement

- New Jersey Bar Association
- Camden County Bar Association
- Member of the Editorial Board of the New Jersey Law and Employment Law Quarterly
- Advisory Board of the Southwest New Jersey Salvation Army Corps
- Former Member, Board of Directors of the Burlington County Chamber of Commerce

Awards and Recognition

- Named a “Rising Star” by New Jersey Magazine for Labor & Employment Law, 2007