



David A. Rapuano

Partner

Labor & Employment



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Overview

David 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.

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

Select Articles

- “Department of Labor’s Final Rule Dramatically Expands the Pool of Employees Eligible for Overtime with Initial Round of Changes Effective on July 1, 2024,” *Archer Client Advisory* (April 2024)
- “Mandatory Anti-Harassment Training and Other New Amendments to the NJ Law Against Discrimination May Be Coming Soon,” *Archer Client Advisory* (March 2020)
- “Changes in N.J. law against discrimination would put the burden of proof on employers,” *Archer Client Advisory* (March 2016)

Select Speaking Engagements and Seminars

- “Mental Health in the Workplace,” South Jersey Chamber of Commerce (May 2025)
- “HR Issues Surrounding COVID-19 – Latest Updates,” Archer & Greiner, P.C. (April 2020)
- “Labor & Employment Seminar,” Archer & Greiner, P.C. (November 2019)
- “HR Council Committee Meeting,” Chamber of Commerce of Southern New Jersey (May 2019)
- “New Laws Affecting Time Off for Your Employees,” New Jersey Employment Laws – Everything You Need To Know, Archer & Greiner (May 2019)
- “New Jersey Equal Pay Act and Sick Leave Law – What You Need to Know,” Archer & Greiner, P.C. (June 2018)
- “Labor & Employment Legal Update,” Archer & Greiner, P.C. (November 2017)
- “HR Bootcamp,” Chamber of Commerce of Southern New Jersey (March 2016)



In the News

- “Pay Equity Disputes May Be the ‘Sleeping Giant’ of Wage Transparency Laws, Employment Lawyers Predict,” *NJ Law Journal* (April 2024)
- “What Happens When Salaries Stop Being Secret? We’re About to Find Out as Wage Transparency Laws Spread,” *NJ Law Journal* (September 2022)

Recognitions

- Named to New Jersey “Super Lawyers Rising Stars” list for Employment & Labor (2006, 2007)

Click [here](#) for methodology.

*No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

Credentials

Education

- University of Notre Dame Law School, JD, *cum laude*
- Brown University, BA

Admissions

- New Jersey
- Pennsylvania
- U.S. District Court for the District of New Jersey
- U.S. District Court for the Eastern District of Pennsylvania

Offices

- Voorhees, NJ

Areas of Focus

Practice

- Labor & Employment

Industries

- Education
- Retail & E-Commerce



