

Nicole M. Davies

Associate

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Overview

Nikki Davies counsels employers and management teams in labor and employment law matters. Nikki advises businesses on handling sensitive workplace issues such as hiring, performance, separations, severance, discrimination, and harassment, among others. As an employment litigator, she defends clients in all stages of litigation, including drafting and responding to discovery, writing and litigating motions, and preparing for and appearing at various hearings at the trial and appellate levels. Nikki represents employers in state courts and before administrative agencies, including the Massachusetts Commission Against Discrimination (MCAD).

Nikki is known for her hardworking, trustworthy, and relatable style. Her knowledge extends beyond labor and

employment, encompassing matters related to general business, medical malpractice, construction, and bankruptcy law. Her work experience also includes assisting commercial transactions, defending contract disputes, and facilitating probate and estate matters.

Prior to joining Morgan, Brown & Joy, Nikki was a litigator at a Boston-based law firm handling a range of commercial litigation matters including complex employment disputes. Before becoming a lawyer, Nikki spent several years working as a marketing and public relations professional at a Kansas-based Chamber of Commerce and a mid-sized hospital. She credits this business experience with developing her ability to effectively communicate with leadership teams by establishing trust, embracing flexibility, and fostering environments to speak frankly to uncover and resolve conflicts.

The Personal Perspective

Nikki grew up in a small Kansas farming community and hails from a long line of entrepreneurs and small business owners. Soaking in their strong work ethic and watching the impacts of hardships and challenges, Nikki observed first-hand what it takes to run small businesses. Nikki uses this life experience to guide her work as a labor and employment lawyer advocating for, and protecting, the legal interests of her clients.

News & Publications

- **CLIENT ALERT: Employee Handbook Notices Now Mandated by New York State's Reproductive Health Bias Law**
- **Nicole Davies Published in HR Daily Advisor**
- **CLIENT ALERT: National Labor Relations Board Rules Employer Violated the Law in Prohibiting Employee from Displaying Black Lives Matter Symbol on Work Uniform**
- **Morgan, Brown & Joy Attorneys James M. Pender and Nicole Davies to Present at MMA Annual Labor Relations Seminar**
- **Morgan, Brown & Joy Adds Nicole Davies as an Associate**

Memberships

- **Boston Bar Association**
- **Massachusetts Bar Association**

Bar Admissions

- **Massachusetts**

Education

- **Kansas State University, B.A., 2010**
- **Southern New Hampshire University, M.A., 2017**



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- New England Law, J.D., 2022