HUSCH BLACKWELL



Owen Davis

SENIOR ASSOCIATE

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OVERVIEW

A labor and employment attorney with a special focus on AI and data privacy, Owen helps employers navigate complex litigation matters and evolving compliance issues.

Owen defends clients in a variety of employment litigation, including allegations of discrimination or harassment, wrongful termination claims, and wage and hour disputes, in state and federal courts across the country. He has extensive experience defending clients in single-plaintiff cases and class and collective actions. His expertise includes handling wage and hour claims under the FLSA and state laws for multi-state employers in court and at mediation. Clients feel assured by Owen's guidance and counsel as he navigates them through these stressful and complex processes. Owen also represents employers in administrative proceedings before the Equal Employment Opportunity Commission (EEOC), Colorado Civil Rights Division (CCRD), Occupational Safety and Health Review Commission (OSHRC), and Federal Mine Safety and Health Review Commission (FMSHRC).

In addition to his litigation work, Owen provides proactive legal advice and counseling, helping clients stay out of court and remain in compliance with a wide array of employment regulations. He works directly with executives and human resources representatives to help clients do the right thing by their employees and achieve their business goals in an ever-changing regulatory landscape. Owen regularly reviews contracts and other employment agreements, restrictive covenants, personnel policies, and employee handbooks.

Industry

Financial Services & Capital Markets

Services

Artificial Intelligence
California Consumer Privacy Act
Colorado Privacy Act Resource Center
Data Privacy & Cybersecurity
Labor & Employment

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Owen also helps clients respond to cutting edge technologies and new legislation, particularly in areas of artificial intelligence and data privacy. A recognized thought leader on pending AI legislation and employee privacy issues, Owen frequently counsels clients on how to responsibly incorporate AI into their business operations and comply with employee privacy laws. He assists in drafting employee AI and privacy policies and advises organizations on the trademark, copyright, and confidentiality implications of AI. He also assists clients in understanding regulations regarding the handling, collecting, and sharing of personal employee information, as well as the requirements of various state-specific laws such as the California Consumer Privacy Act (CCPA) and the Colorado Privacy Act (CPA).

Clients appreciate Owen's straightforward advice and extensive knowledge of employment, AI, and data privacy law, but they especially value the ease of working with him. Owen is known as a personable professional whom clients like to call and can count on.

Experience

- Obtained summary judgment for mining company in employment litigation matter and achieved a second victory on appeal after arguing before the Tenth Circuit.
- Achieved successful outcomes on behalf of mining companies in administrative hearings before MSHA.
- Provided counsel to numerous clients regarding California Consumer Privacy Act compliance issues.
- Prepared more than 30 employee privacy policies based on the California Consumer Privacy Act.
- Drafted AI use policies for various corporations.
- Prepared memorandums and guidance for multiple clients on current and pending AI regulations globally.

Recognition

- *Best Lawyers: Ones to Watch® in America*
    - Litigation - Labor and Employment, 2027

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Education

- J.D., University of Denver Sturm College of Law
- B.A., Virginia Polytechnic Institute and State University
  - Political Science
  - *cum laude*

Admissions

- Colorado
- U.S. Court of Appeals, Tenth Circuit

Clerkships

- The Hon. Kristen L. Mix, U.S. District Court, District of Colorado
- The Hon. Stephanie Dunn, Colorado Court of Appeals

Community Leadership

Owen regularly organizes fundraisers for both the Colorado Legal Aid Foundation and Metro Caring, an organization that provides food to individuals experiencing homelessness. He also provides pro bono legal services to local non-profits and startup clinics. During the height of the COVID pandemic, he volunteered his legal skills to the COVID-19 Eviction Defense Project (CEDP), writing research memoranda and providing case-specific analysis in support of the project's litigation and legislative efforts.

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2025 Pro Bono Contributor

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