

Emilie R. Hammerstein

Shareholder

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Focus Areas

Discrimination and Harassment
Wage and Hour
Policies, Procedures and Handbooks
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
Business Restructuring and M&A

Overview

Whether advocating for clients during litigation or providing counsel on high-stakes workplace issues, Emilie Hammerstein demonstrates creativity and resolve as a legal problem solver.

She represents domestic and global employers of all sizes before administrative agencies and in federal and state courts and arbitration. In addition, she has advised on a variety of employment concerns, with particular emphasis on leaves of absence and disability accommodations, as well as reductions in force.

Some of Emilie's representative achievements on behalf of her clients include the following:

- Secured favorable arbitration decision on behalf of national restaurant chain that faced accusations of sex discrimination, failure to promote, retaliation, hostile work environment and wage and hour violations
- Won federal district court ruling on behalf of nationwide staffing and recruiting company in complaint involving defamation and multiple violations of the Family and Medical Leave Act. Also, the court ruled in favor of our client's counterclaims
- Obtained summary judgment that defeated national origin, race discrimination, failure to promote and termination claims against nationwide staffing company

- Guided global manufacturers through a wide-ranging reduction in force at several of their locations. Also, assisted nationwide apparel retailers in numerous workforce reductions, including preparation for bankruptcy

Before joining Littler, Emilie was an associate in the labor and employment practice of a large regional, multipractice law firm. During law school, she was a topics editor on the *University of Pittsburgh Law Review*. Prior to attending law school, she taught English in Shanghai, China, and worked in broadcast marketing at CBS News in New York.

Professional and Community Affiliations

- Board Member, Pittsburgh Arts and Lectures
- Board Member, Pittsburgh CLO
- Former Trustee, Rodef Shalom Congregation

Recognition

- Named, The Best Lawyers in America®, 2024-2025

Education

J.D., University of Pittsburgh School of Law, 2009

B.A., Johns Hopkins University, 2002

Bar Admissions

Pennsylvania

Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, Western District of Pennsylvania

Languages

French

Publications & Press

Allegheny County, Pennsylvania Joins the Jurisdictions Requiring Paid Sick Leave: What Does the New Law Require and What Steps Can Employers Take to Prepare?

Littler Insight

December 30, 2021

Pittsburgh, Pennsylvania Enacts Another Emergency Paid Sick Leave Ordinance

Littler ASAP

July 30, 2021

What are you? A Conversation with Littler’s “Other” Attorneys

Littler Podcast

May 17, 2021

Littler Lightbulb: A Dose of Paid Time Off for COVID-19 Vaccinations

Littler Insight

April 16, 2021

EEOC Issues COVID Vaccine Guidance on Workplace Bias Issues

Bloomberg Law

December 16, 2020

Pittsburgh Ordinance Requires Employers to Provide Paid Sick Leave for COVID-19-Related Reasons, Effective Immediately

Littler ASAP

December 11, 2020

What To Know About DOL's Revamped Virus Paid Leave Rule

Law360

September 16, 2020

DOL Revises FFCRA Regulations to Clarify Paid Leave Rules in Wake of New York Federal Court’s Decision

Littler Insight

September 13, 2020

NY Federal Court Strikes Down Key Provisions of DOL Rule Regarding FFCRA Paid Sick and Expanded FMLA Leave

Littler Insight

August 4, 2020

The Next Normal: A Littler Insight on Returning to Work – Handling Concerns about Hesitant or “High-Risk” Employees

Littler Insight

April 30, 2020

Coronavirus Raises Labor Law Concerns for Senior Housing, Other Employers

Senior Housing News

March 15, 2020

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 6, 2020

Speaking Engagements

New PWFA Accommodation Challenges

Pittsburgh, PA

June 12, 2024

What to Expect When Employees Are Expecting - New PWFA Accommodation Challenges

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

The Littler Pennsylvania Report: Important Updates for Pennsylvania Employers in 2023

Pittsburgh, PA

February 28, 2023

Sticky Situations: Handling Sensitive Employment Challenges in a Pandemic

Association of Corporate Counsel – Western Pennsylvania Chapter

May 20, 2021

COVID-19 Guidance for Employers: Updates and Practical Tips

June 2, 2020

COVID-19: Common Employer Questions Asked and Answered!

March 13, 2020

Happy (Paper) Trails: Creating Effective FMLA and ADA Policies, Templates and Practices that Won't Go Off the (Legal) Rails

Pittsburgh, PA

September 26, 2019

Breaking Up Is Hard to Do: Managing Challenges That Arise When the Employment Relationship Ends

Pittsburgh, PA

September 13, 2018

Leave Issues for 2015 and Beyond: Avoiding 15 Common FMLA Pitfalls and Preparing for Pittsburgh's Paid Sick Leave Ordinance

Pittsburgh, PA

September 22, 2015

