

Matthew G. Gallagher

Shareholder

40 South Main
Suite 2500
Memphis, TN 38103
main: (901) 795-6695
direct: (901) 322-1226
fax: (901) 881-4333
mgallagher@littler.com



Focus Areas

Discrimination and Harassment
Hiring, Performance Management and Termination
Background Checks
Wage and Hour
Class Action
Emerging Companies and Venture Capital

Overview

Matthew G. Gallagher represents employers in federal and state courts, as well as in proceedings before administrative agencies such as the Equal Employment Opportunity Commission and National Labor Relations Board, in a broad range of labor and employment law matters. He has significant experience representing management clients in the healthcare, hospitality, manufacturing, and transportation industries. In his litigation practice, he regularly handles matters involving:

- Discrimination and harassment claims
- Wrongful discharge and related state tort claims
- Unfair competition and trade secret issues
- Wage and hour issues
- Unfair labor practices

Matt also conducts employee and supervisory training programs and counsels employers with regard to hiring, performance management, improving employee morale, and strengthening relationships between management and employees.

Professional and Community Affiliations

- Member, Labor and Employment Section, Tennessee Bar Association

- Member, Labor and Employment Section, Memphis Bar Association
- Member, Labor and Employment Section, American Bar Association
- Member, New York State Bar Association
- Member, New Jersey Bar Association
- Member, The Mississippi Bar
- Member, Memphis World Trade Club
- Member, Mississippi World Trade Center

Education

J.D., Benjamin N. Cardozo School of Law, 2007

B.A., St. Lawrence University, 2003

Bar Admissions

Tennessee

Mississippi

Arkansas

New York

New Jersey

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Western District of Tennessee

U.S. District Court, Northern District of Mississippi

U.S. District Court, Southern District of Mississippi

U.S. District Court, Western District of Arkansas

U.S. District Court, Eastern District of Arkansas

U.S. District Court, District of New Jersey

Publications & Press

Artificial Intelligence and Real Risk Avoidance: The Interplay Between the Americans with Disabilities Act and the Use of Software, Algorithms, and Artificial Intelligence

ACC Tennessee Chapter Newsletter

Q3 2022

Mississippi Legalizes Medical Cannabis

Littler ASAP

February 18, 2022

When Is Fear a Protected Reason for Not Coming to Work?

HR Professionals Magazine

July 30, 2020

Annual Report on EEOC Developments – Fiscal Year 2019

Littler Report

March 5, 2020

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 6, 2020

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

Annual Report on EEOC Developments — Fiscal Year 2017

Littler Report

February 27, 2018

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

Supreme Court Confirms EEOC Conciliation Efforts are Subject to Judicial Review

Littler Insight

April 30, 2015

Annual Report on EEOC Developments - Fiscal Year 2014

Littler Report

January 5, 2015

Annual Report on EEOC Developments - Fiscal Year 2013

Littler Report

January 22, 2014

Supreme Court and Sixth Circuit Update

December 6, 2013

Annual Report on EEOC Developments – Fiscal Year 2012

Littler Report

January 8, 2013

Supreme Court and Sixth Circuit Update

December 2012

Sixth Circuit Affirms NLRB Position on Pre-Recognition Agreements

Labor and Employment Law Section Newsletter

October 2012

Tennessee Meal Break Waiver Requirements for Tipped Employees

Littler Alert

May 2012

Cutting Edge Wage and Hour Issues

May 2011

Speaking Engagements

What's Buzzin' This Spring?: Littler Lawyers Address the Most Invasive Labor and Employment Issues Sprouting Up This Spring

Memphis, TN

March 22, 2023

A Labor of Love: Littler Lawyers Answer Your Most Burning Labor and Employment Questions

February 10, 2022

Transportation and Logistics Roundtable

June 23, 2021

2020 Year in Review and What to Expect in 2021 in Tennessee

February 18, 2021

A Labor of Love: Littler Lawyers Answer Your Most Burning Labor and Employment Questions

Memphis, TN

February 11, 2021

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

Memphis, TN
October 1, 2019

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

Memphis, TN
October 1, 2019

Cannabis and the Workplace: The High Points for Employers with Growing Legalization

ACC Tennessee, Memphis, TN
September 18, 2019

It's a Labor of Love | Littler Lawyers Answer Your Most Burning Labor and Employment Questions

Memphis, TN
February 21, 2019

2018 Year in Review and What to Expect in 2019 - Afternoon Session

Memphis, TN
November 14, 2018

2018 Year in Review and What to Expect in 2019 - Morning Session

Memphis, TN
November 14, 2018

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

North Central Mississippi SHRM Conference, Batesville, MS
August 14, 2018

Employment Law: Advanced Issues and Answers – Recent Developments in State and Federal Law and Preparing for Electronic Discovery in Litigation

National Business Institute Seminar, Memphis, TN
July 18, 2018

How to Investigate Discrimination Complaints and Avoid Costly Lawsuits

Northeast Arkansas SHRM Conference, Jonesboro, AR
May 8, 2018

Confidentiality, Competition, and Restrictive Covenants

Tennessee Business Law Conference, Nashville, TN
May 3, 2018

Employment Law Seminar – Presentations on Recent Developments in Employment Law and Hiring/Recruiting

National Business Institute, Memphis, TN
March 7, 2018

A Corporate Balancing Act: Business Need vs. Legal Risk

Memphis, TN
November 1, 2017

A Corporate Balancing Act: Business Need vs. Legal Risk

Memphis, TN
November 1, 2017

Littler Legal Update: Navigating Employment Law in Uncertain Times

Tennessee Society for Healthcare Human Resources Association 2017 State Conference
August 25, 2017

Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness

Memphis, TN
August 17, 2017

Human Resources Law from A to Z: Legal Issues in Recruiting and Hiring

National Business Institute Seminar
August 1, 2017

Manufacturing Law: Labor and Employment Legal Principles

National Business Institute Seminar
June 28, 2017

Competition, Confidentiality, and Covenant Conundrums

National Business Institute Seminar, Nashville, TN
December 8, 2016

“Peeking in the Windows” Background and Credit Checks

Tennessee Banker’s Association Human Resources Conference
August 11, 2016

Beyond the Numbers: Preparing for Life After December 2, 2016

Tennessee Banker's Association Human Resources Conference
August 11, 2016

Advanced Employment Law: Conducting An Effective Workplace Investigation

Memphis, TN
June 28, 2016

Background Checks and Pre-Employment Tests: Sound Hiring Practices to Protect Your Business

Memphis, TN
April 21, 2016

Best Practices in Correcting FLSA Compliance Problems – Both Out of Court and In Litigation

Memphis, TN
February 4, 2015

FLSA Overtime Claims and Collective Actions: Strategies for Prevention and Defense

Golden Triangle Human Resources Association
May 14, 2014

Tennessee Meal Break Waiver Requirements for Tipped Employees

Littler Employment Law Briefing - Littler Mendelson and Memphis Restaurant Association, Memphis TN
November 7, 2012

How to Deal with the Toxic Employee

Littler Employment Law Briefing - Littler Mendelson and Memphis Restaurant Association, Memphis TN
November 7, 2012

Employment Law Best Practices: Hiring and Firing

Sterling Education Services Inc.
September 2011

The Hiring Process: Best Practices for Managing Risk and Maximizing Success in a Constantly Changing Legal Environment

Memphis, TN
August 2011

Books & Book Chapters

- Employment Discrimination Law, *Bloomberg BNA*, Chapter Monitor, Chapter 2 (2014) and Chapter 10 (2013-2016)
- The Developing Labor Law, *Bloomberg BNA*, Contributing Editor, Chapters 21 (2011-2015) and Chapter 29 (2011-2016)

- Annual Review of Developments in Business and Corporate Litigation, *American Bar Association*, Contributing author, 2012