



## Emilie R. Hammerstein

Office Managing Shareholder

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## Practice Areas

Discrimination and Harassment  
Handbooks and Policies  
Leave and Accommodation  
HR Advice and Counsel  
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.

*\* Not licensed to practice law in West Virginia. Acting only in the capacity of a management role.*

## Professional and Community Affiliations

- Board Member, Pittsburgh CLO
- Board Member, One Day To Remember
- Former Trustee, Pittsburgh Arts and Lectures
- 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

## Languages

French

## Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, Western District of Pennsylvania

## Publications & Press

**Littler Appoints Two New Office Managing Shareholders**

*Press Release*

January 8, 2025

**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 ASAP*

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 ASAP*

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 ASAP*

September 13, 2020

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

*Littler ASAP*

August 4, 2020

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

*Littler ASAP*

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**

*Press Release*

January 6, 2020

**Events & Speaking Engagements**

**From Here to Eternity: Managing Extended Leaves and Disability Accommodations**

Pittsburgh, PA

June 5, 2025

**Accommodation Challenges Through the LoD Lens – Compliant Solutions to the Questions You Have Today**

Webinar

December 11, 2024

**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