ECKERT SEAMANS



Clare M. Gallagher

MEMBER
CHAIR, LABOR & EMPLOYMENT
BOARD OF DIRECTORS
EXECUTIVE COMMITTEE

Clare Gallagher, a partner at Eckert Seamans for over 15 years, is a distinguished labor and employment law practitioner. As a member of the firm's Executive Committee, Board of Directors, and Chair of its Labor and Employment Practice Group, Clare brings over three decades of diverse experience to her clients.

With a career spanning both private practice and in-house roles, Clare offers a unique perspective on traditional labor law, employment law, and litigation. Her expertise encompasses managing complex legal matters, including class action litigation, overseeing corporate acquisitions, finance, and governance, and handling employment-related legal issues across various industries.

Before joining Eckert Seamans, Clare served as legal counsel and director of human resources for a large title agency in the real estate services industry. In this dual role, she supervised all aspects of human resources management, implemented employee retention programs and safety initiatives, managed legal compliance in recruitment, compensation, and workforce reductions, and oversaw workers' compensation cost containment strategies.

Clare's experience also includes over 16 years of labor and employment law practice with other Pittsburgh firms, giving her a comprehensive understanding of the local legal landscape. This background and her in-house experience enable her to provide clients with practical, business-oriented legal solutions.

Known for her pragmatic approach and deep industry knowledge, Clare continues to be a trusted advisor to businesses navigating the complex world of labor and employment law. Her ability to blend legal acumen with strategic human resources insights makes her a valuable asset to clients facing multifaceted workplace challenges.

REPRESENTATIVE MATTERS

- Counseling clients on a variety of labor and employment issues.
- Advising on employment and employee benefit issues, employment litigation, executive employment agreements, non-competition agreements, discrimination and harassment issues and labor and employment issues involved in merger and acquisition projects.

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PRACTICE AREAS:

Labor & Employment

Employee Benefits & Executive Compensation

Immigration

Litigation

Hospitality

HIPAA

STATE ADMISSIONS:

Pennsylvania

Michigan

COURT ADMISSIONS:

U.S. District Court for the Western District of Pennsylvania

U.S. District Court for the Eastern District of Pennsylvania

U.S. District Court for the Eastern District of Michigan

U.S. Court of Appeals for the Third Circuit

U.S. Court of Appeals for the Sixth Circuit

U.S. Court of Appeals for the District of Columbia Circuit

U.S. Supreme Court

EDUCATION:

J.D., cum laude, George Washington University Law School, 1986

B.S., summa cum laude, University of Pittsburgh, 1983

- Representing clients in jury and non-jury trials, appellate advocacy and practice before state and federal courts, the U.S. Equal Employment Opportunity Commission (EEOC), National Labor Relations Board, U.S. Department of Labor (Wage and Hour), Occupational Safety and Health Administration, Office of Federal Contract Compliance Programs, and state human relations commissions.
- Representing clients in class-action lawsuits involving claims under the Fair Labor Standards Act and Pennsylvania Minimum Wage Act.
- Counseling clients on the risks associated with reductions in force, the Worker Adjustment and Retraining Notification Act and related legal actions arising from such reductions.
- Conducting management training, in-person and online, in various labor and employment topics, including, for example, sexual harassment, diversity, equity and inclusion, conducting internal investigations, FMLA administration, and ADA compliance.
- Chairing labor negotiations ranging from traditional collective bargaining, concessionary negotiations and effects bargaining.
- Representing clients in labor arbitrations and labor-related court actions.
- Representing clients in labor-related matters in bankruptcy, receivership and workout situations.
- Negotiating separation and release agreements on behalf of clients.
- Representing clients in non-compete matters.

PROFESSIONAL AFFILIATIONS

- Pittsburgh Human Resources Association

AWARDS AND RECOGNITION

- Selected for inclusion in The Best Lawyers in America 2025 – 2027 for Employment Law – Management and Litigation – Labor and Employment

NEWS AND INSIGHTS

PUBLICATIONS

- "DOL's 2024 Final Rule on Overtime – A Feeling of Déjà vu," Eckert Seamans' Labor & Employment Alert, April 2024.
- "An Employer's Response to Coronavirus," Eckert Seamans' Labor & Employment Alert, March 3, 2020.
- "Pittsburgh Paid Sick Days Act," Eckert Seamans' Labor & Employment Alert, February 28, 2020.
- "Is It OK To Fingerprint Your Employees?" Engineering News-Record, May 2017.
- "Assessing the viability of biometric technology as a new method of timekeeping in the construction industry," Eckert Seamans'

Construction Law Update, Fall 2016.

- "Lilly Ledbetter Fair Pay Act Could Change Employment Litigation Landscape for Years to Come," Eckert Seamans' Legal Update, November 2009.

MEDIA COVERAGE

- "To mandate or not: Employers, businesses consider whether vaccine policies are good strategy," The Pittsburgh Post-Gazette, August 2021.
- "Here are the legal risks employers need to know about workplace vaccination policies and restarting business travel," Business Insider, June 2021.
- "Contractor or employee? The Department of Labor gets into the debate of how to classify some workers," Pittsburgh Post Gazette, January 2021.
- "9 Coronavirus Scenarios That Could Trip Up Employers," featured commentary for Law360.com, March 2020.

SPEAKING ENGAGEMENTS

- "Workplace Watch: Navigating the Tangle of Employee Leave Laws," co-presented at Eckert Seamans' 2026 Joel Lennen Legal Primer, August 6, 2026.
- "Hybrid Work and Artificial Intelligence: Current State and Future State for Employers," co-presented at Eckert Seamans' Human Resources Forum, April 30, 2026.
- "Executive Orders on DE&I: Interpretation, Challenges, and Compliance," co-presented at Eckert Seamans' 2025 Joel Lennen Legal Primer, August 14, 2025.
- "The EEOC and Executive Orders on DE&I: Status of Employment Law and Compliance Strategies," co-presenter, Eckert Seamans' HR Forum, May 1, 2025.
- "The Heat Is On: How the NLRB is Turning Up the Heat on All Employers," presented at Eckert Seamans' 2024 Joel Lennen Legal Primer, August 7, 2024.
- "News You Can Use: A review of recent judicial, legislative, and regulatory developments of significance to employers," co-presented at Eckert Seamans' Human Resources Forum, May 15, 2024.
- "Severance and Release Agreements After the NLRB's Decision in *McLaren Macomb*: Where Do We Go From Here?" co-presented at Eckert Seamans' Human Resources Forum, April 26, 2023.
- "Employment Arbitration: Is it right for your organization and how do recent developments impact the use of arbitration agreements?" co-presented at Eckert Seamans' Human Resources Forum, April 2019.
- "Show Me the Money: What You Need to Know to Survive the New FLSA Overtime Regulations and Some Recent Court Decisions Affecting Employees' Break Time and Restrictive Covenants," presenter, Eckert Seamans' Continuing Legal Education Seminar, August 2016.
- "Pittsburgh Hotels: Why So Many New Ones and Who Employs All These People?" co-presenter, Eckert Seamans' Continuing

Legal Education Seminar, August 2016.

- "The Potholes, Pitfalls, and Perils of Employment Policies, and How to Avoid Them," co-presented at Eckert Seamans' Human Resources Forum, May 2015.
- "News You Can Use: A review of recent judicial, legislative, and regulatory developments of significance to employers," co-presented at Eckert Seamans' Human Resources Forum, January 2015.
- "News You Can Use: A review of recent judicial, legislative, and regulatory developments of significance to employers," co-presented at Eckert Seamans' Human Resources Forum, January 2013.
- "News You Can Use: A review of recent judicial, legislative, and regulatory developments of significance to employers," co-presenter, at Eckert Seamans' Human Resources Forum, May 2012.
- "Who's Knocking at Your Door?" co-presenter, Eckert Seamans Human Resources Forum, December 2010.
- "ADA Amendments Act Update: A Discussion of the EEOC's Proposed Regulatory Roadmap to the New Landscape of Disability Law," co-presenter, Eckert Seamans Human Resources Forum, December 2009.
- "The Anatomy of a Unionization Attempt," co-presenter, Association of Corporate Counsel, Western Pennsylvania Chapter, January 2009.
- "FMLA Update: A discussion of legislative and judicial developments," Eckert Seamans Human Resources Forum, November 2008.