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**PRACTICE AREAS:**

[Labor & Employment](#)

**STATE ADMISSIONS:**

Pennsylvania

**EDUCATION:**

J.D., University of Pittsburgh  
School of Law, cum laude  
2023; Executive Editor, *University  
of Pittsburgh Law Review*

B.A. in Public Relations, B.S. in  
Recreation, Parks and Tourism  
Management, The Pennsylvania  
State University, 2016

## Shannon Spence

### ASSOCIATE

Shannon Spence focuses her practice on a broad range of labor and employment matters. Shannon represents both public and private sector employers in employment issues, labor disputes, and related litigation in matters before federal and state courts as well as federal and state agencies. Shannon has experience defending employers against discrimination and retaliation claims under Title VII, Section 1981, the Americans with Disabilities Act, the Age Discrimination in Employment Act; and claims under various state employment laws.

Shannon also helps clients to navigate traditional labor matters including representing management in National Labor Relations Board proceedings, and in collective bargaining. Along with her litigation work, Shannon provides clients with day-to-day counseling on federal, state and local laws governing employment relationships, as well as drafting employment agreements, restrictive covenants, employee handbooks, and employer policies and procedures.

Prior to joining the firm, Shannon also served as a judicial intern to The Honorable Lisa Lenihan in the U.S. District Court for the Western District of Pennsylvania. She conducted legal research, prepared memoranda, and drafted judicial opinions on a variety of civil cases, while observing and assisting the judge in courtroom proceedings and pretrial conferences.

Shannon serves as the firm's Pittsburgh representative for the Women's Initiative at Eckert (WIE).

## NEWS AND INSIGHTS

### PUBLICATIONS

- "[E-Verify+ - A New Tool to Verify Workers](#)," Eckert Seamans' Labor & Employment Update, April 2024.
- "[Employers Have a New Tool to Verify Work Authorization: The Updated I-9](#)," Eckert Seamans' Labor & Employment Update, December 2023.

### SPEAKING ENGAGEMENTS

- "[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.
- “[How to Handle an OSHA Inspection](#),” co-presented at Eckert Seamans’ Human Resources Forum, May 15, 2024.