Emily E. Schifter

Partner

Atlanta

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D 404.885.2720



Emily works with clients on a wide variety of labor and employment-related matters, including employment discrimination, leave, disability accommodation, and wage and hour litigation. Additionally, she counsels employers on many aspects of employment law and human resources issues.

OVERVIEW

Emily is a partner in the Labor + Employment Practice Group, where she represents clients in a variety of labor and employment-related matters, including employment discrimination, leave, disability accommodation, and wage and hour litigation. Additionally, she counsels employers on many aspects of employment law and human resources issues, including employee handbooks, policies and restrictive covenants drafted under various states' laws for a variety of circumstances, including as part of mergers and acquisitions.

Before joining the firm, Emily served as a law clerk to a federal judge, where she gained experience working on litigation involving a variety of matters and claims, including cases brought under Title VII, Section 1981, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Equal Pay Act, the Family and Medical Leave Act, and the Fair Labor Standards Act.

REPRESENTATIVE MATTERS

- Assisted in successfully defending an employer client in a temporary restraining order action arising from a trade secret and restrictive covenant dispute with a former employee.
- Assisted a utility client in resolving and securing a denial of a union employee grievance in formal arbitration.

AWARDS

- *Best Lawyers in America*®: *Ones to Watch*: Labor and Employment Law – Management (2026), Litigation – Labor and Employment (2022-2026)

TOP AREAS OF FOCUS

- Employment Counseling
- Labor + Employment

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- Litigation + Trial

ALL AREAS OF FOCUS

- Employment Counseling
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Litigation + Trial
- Noncompete + Trade Secrets
- OSHA + Workplace Safety

PROFESSIONAL/COMMUNITY INVOLVEMENT

- Member, Young Professionals Advisory Committee, Atlanta Children's Shelter

PROFESSIONAL EXPERIENCE

- Legal extern, Georgia Lawyers for the Arts, 2014
- Legal intern, Turner Broadcasting System, 2013

EDUCATION AND CERTIFICATIONS

EDUCATION

- University of Georgia School of Law, J.D., *magna cum laude, Order of the Coif, Blue Key National Honor Society*, 2015, editor-in-chief, *Journal of Intellectual Property Law*; Dean's Ambassador
- University of North Carolina at Chapel Hill, B.A., *with distinction*, 2012

BAR ADMISSIONS

- Georgia

COURT ADMISSIONS

- U.S. District Court, Northern District of Georgia
- Supreme Court of Georgia
- Court of Appeals of Georgia
- Georgia Superior Courts
- U.S. District Court, Middle District of Georgia

CLERKSHIPS

- Hon. Walter E. Johnson, U.S. District Court, Northern District of Georgia, 2015-2017

SPEAKING ENGAGEMENTS

- Speaker, "Human Trafficking in Employment: At-Risk Populations, Red Flags, Legal Protections, Employer

Accountability," 3Strands Global Foundation, June 24, 2026.

- Presenter, "Employee Privacy in the Workplace," HR Steps to Success Webinar Series, November 2018.

PUBLICATIONS

- Co-host, *Hiring to Firing* Podcast.
- Co-author, "EEOC's 2026 National Enforcement Plan and Related Actions: What Changed and What Employers Should Do Now," *Troutman Pepper Locke*, August 26, 2026.
- Podcast, "Rebalancing the Books: Employment Compliance for Financial Services Companies," *The Consumer Finance Podcast*, August 6, 2026.
- Co-author, "EEOC Rescinds 'Enforcement Guidance on Harassment in the Workplace'," *Troutman Pepper Locke*, April 22, 2026.
- Podcast, "Before You Front the Funds: Benefits and Pitfalls of Earned Wage Access Tools," *Payments Pros – The Payments Law Podcast*, April 2, 2026.
- Co-author, "Water Cooler Talk: Performance Review Tips From 'Severance'**,"** *Law360*, June 4, 2025.
- Co-author, "Water Cooler Talk: Classification Lessons From 'Love Is Blind'," *Law360*, May 5, 2025.
- Podcast, "AI in Employment: Navigating the Legal Landscape with Lessons from *I, Robot*," *The Good Bot: Artificial Intelligence, Health Care, and the Law*, April 22, 2025.
- Co-author, "Water Cooler Talk: Takeaways From 'It Ends With Us' Suits," *Law360*, April 8, 2025.
- Co-author, "Navigating DEI in a Shifting Legal Landscape," *Troutman Pepper Locke*, April 3, 2025.
- Co-author, "Water Cooler Talk: 'Late Night' Shows DEI Is More Than Optics," *Law360*, March 13, 2025.
- Co-author, "Water Cooler Talk: 'Harry Potter' Reveals Magic of Feedback," *Law360*, February 4, 2025.
- Author, "Advising Employers as AI Meets DEI and Discrimination," *Law360*, November 21, 2024.
- Co-author, "Issues Employers Should Consider Before Offering Abortion Assistance Benefits Post *Roe v. Wade* ," *Troutman Pepper*, June 24, 2022.
- Co-author, "Treasury Department Proposes to Clarify That On-Demand Pay and Earned Wage Access Programs Are Not Loans," *Troutman Pepper*, May 4, 2022.
- Co-author, "DOL-OSHA Announces New COVID-19 Vaccine ETS for Private-Sector Workers," *Troutman Pepper*, November 8, 2021.
- Co-author, "OSHA Issues Emergency Temporary Standard for Health Care Employers and Updated Guidance for All Other Employers," *Troutman Pepper*, June 15, 2021.
- Co-author, "EEOC Updates and Expands COVID-19 Vaccination Technical Assistance and Rules for Employer Vaccine Incentives" *Troutman Pepper*, June 1, 2021.
- Co-author, "What Does the $1.9 Trillion American Rescue Plan Mean for Employers?" *Troutman Pepper*, March 12, 2021.
- Co-author, "Employers' Top 7 Coronavirus Data Collection Questions," *Law360*, June 15, 2020.
- Author, "Recent Developments in Pay Equity: Real Reactions, Not Just Headlines," *HR Law Matters Blog*, May 29, 2018.
- Author, "You're Fired! The Right (and Wrong) Ways to Fire an Employee," *HR Law Matters Blog*, March 29, 2018.
- Author, "Should You Offer Your Employees 'Pawternity' Leave?," *HR Law Matters Blog*, February 1, 2018.
- Author, "Fonts, Typefaces and IP Protection: Getting to Just Right," 21 *Intell. Prop. L.* 307 (2014).

MEDIA COMMENTARY

- Quoted, "Brands Face Legal, Logistical Questions and Potential PR Impacts in Light of Biden Vaccine Mandate

," *The Fashion Law*, September 14, 2021.