



Raeann Burgo

Partner

Pittsburgh

t: 412.822.6630

f: 412.774.6101

Email



Service Focus

- Litigation and Trials
- Counseling and Advice
- Wage and Hour
- Employee Leaves and Accommodations
- Labor Relations

Industry Focus

- Construction

Trending

- COVID-19/Vaccine Resource Center

Overview

Raeann Burgo is a partner in the Pittsburgh office of Fisher Phillips with nearly 25 years of experience in labor and employment law. A member of the firm's Labor Relations Practice Group and Leaves and Accommodations Group, her comprehensive practice spans both traditional labor relations and employment matters. This unique blend of practice experience allows her to work with both union and non-unionized workforces. A national speaker on labor and employment law topics, she presented at the 2024 National SHRM Conference on the intersection of the NLRA, Title VII, and other employment laws.

Her labor relations practice includes representing employers before the NLRB in representation petitions and unfair labor practice charges, and at arbitration hearings. Raeann has had several victories in contract interpretation arbitrations. She also assists clients with labor-management relations and maintaining policies compliant with the "protected concerted activity" doctrine. Raeann is a valued client partner in collective bargaining where she offers effective negotiation strategies and crafts bargain proposals.

In employment law, she handles Title VII, ADA, ADEA, and FMLA issues, guiding clients through workplace investigations, performance management, and workforce changes. As a trusted counselor, she works with employers daily to provide practical advice on issues throughout the employment lifecycle, including navigating the complex web of leaves and accommodations while maintaining ADA and FMLA compliance.

Raeann represents clients before state and federal employment agencies, including the EEOC. As a litigator, Raeann defends discrimination, harassment and retaliation cases. She has recently obtained significant victories for clients, including summary judgment in single-plaintiff race discrimination and disability accommodation litigation. Raeann also defends businesses in ADA Title III lawsuits, including Website Accessibility matters, and has negotiated dozens of successful settlements in this area.

Raeann has a passion for helping employers understand the importance of safeguarding employee mental health and frequently speaks at HR and Corporate Counsel seminars on supporting and protecting employee mental health. Her strong connections in mental health advocacy bring a unique perspective to clients on this critical workplace issue.

A strong advocate for advancing gender equality and empowering women in the legal profession, Raeann is the Pittsburgh office Ambassador to the firm's Women's Initiative & Leadership Council (WiLC) and an active member of WiLC's Programming Committee.

Credentials

Education

- B.S., 1996, John Carroll University
- J.D., 2000, Duquesne University School of Law

Bar Admissions

- Pennsylvania

Court Admissions

- Pennsylvania Supreme Court
- U.S. District Court for the Eastern District of Michigan
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania

Affiliations

Professional Activities

- Allegheny County Bar Association (Women in the Law Division; Labor and Employment Section)

Community Activities

- Raeann often volunteers with the Greater Pittsburgh Community Food Bank. She has also represented numerous individuals, on a pro bono basis, in obtaining a name change through the Transgender Legal Defense and Education Fund.

Insights

EVENT05/08/25

"Severance" and the Modern Workplace: Legal Boundaries in a Blurred Reality

Raeann Burgo, Erin Gibson Allen

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EVENT08/28/24

Back to School - A Labor Bootcamp

Brian Balonick, Raeann Burgo

Read more →

PODCASTS06/10/24

What's New in Mental Health in the Workplace

Raeann Burgo, Christopher G. Peterson, Arthur M. Wolfson

Read more →

INSIGHTS05/03/24

Workplace Law Update: 12 Essential Items on Your May To-Do List

Sheila M. Abron, Brian Balonick, Steven M. Bernstein, Risa B. Boerner, Raeann Burgo, Kathleen McLeod Caminiti, Melissa Camire, Michael D. Carrouth, Jessica D. Causgrove, J. Randall Coffey, Jonathan Crook, Leanne Lane Coyle, Alex G. Desrosiers, J. Micah Dickie, Benjamin M. Ebbink, Michael P. Elkon, Rick Grimaldi, Matthew Guerrero, Edward F. Harold, Usama Kahf, Braden Lawes, Aymara Ledezma, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Richard R. Meneghello, Jacklin Rad, Deniz Uzel Reilly, Robin Repass, Jeffrey Shapiro, Christopher P. Stief, J. Hagood Tighe, Joshua D. Nadreau, Travis Vance, David J. Walton, Melanie L. Webber, Robert Yonowitz

Read more →

EVENT04/30/24

Labor Relations in a Time of Increasing Unionization: An Immersive Boot Camp Hosted by FP Cleveland

Melanie L. Webber, David E. Schreiner, Jeffrey D. Smith, Rick Grimaldi, Raeann Burgo, Brian Balonick, Gary D. Baker, Jr.

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INSIGHTS

04/26/24

An Employer's Week-by-Week Guide to Mental Health Awareness Month

Raeann Burgo

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INSIGHTS

03/01/24

Inspiring Inclusion on International Women's Day: 10 Ways to Empower Women in the Workplace

Raeann Burgo

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INSIGHTS

03/01/24

Workplace Law Update: 10 Essential Items on Your March To-Do List

Sheila M. Abron, Steven M. Bernstein, Amanda M. Blair, Raeann Burgo, Kathleen McLeod Caminiti, Melissa Camire, Patrick J. Collopy, Tami Essis Culkar, Alex G. Desrosiers, Benjamin M. Ebbink, Darcey M. Groden, Usama Kahf, Aymara Ledezma, Joshua D. Nadreau, Jacklin Rad, Jennifer B. Sandberg, Nan Sato, Henry Thomson-Smith, J. Hagood Tighe, Connie Yang

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INSIGHTS

01/02/24

Workplace Law Update: 10 Essential Items on Your New Year To-Do List

Raeann Burgo, Melissa Camire, Benjamin M. Ebbink, Lonnie D. Giamela, Jang Hyuk Im, Anthony Isola, Corina Johnson, Joshua Klein, Sean Kingston, Alexandra LaCombe, David Lerner, Courtney Leyes, Emily N. Litzinger, Richard R. Meneghello, Kate Mize, Samantha J. Monsees, Joshua D. Nadreau, Monica Snyder Perl, Lisa Nagele-Piazza, John M. Polson, Ashton M. Riley, Katie Reynolds, Jennifer B. Sandberg, Andrew J. Sommer, Spencer W. Waldron, Sarah Wieselthier

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INSIGHTS

12/20/23

FP Weekly Checklist: Do Your Job Descriptions Need an Update for 2024?

Raeann Burgo

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