



## **Raeann Burgo**

### *Of Counsel*

Pittsburgh

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### ***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 is Of Counsel in the Pittsburgh office of Fisher Phillips. Raeann is a full-service, labor and employment attorney with over 20 years of experience. Her employment practice includes a wide range of issues such as Title VII, ADA, ADEA and FMLA. She guides clients through day-to-day issues such as workplace investigations, performance improvement plans and workforce changes. As a trusted counselor, Raeann works with clients to develop and implement employee handbooks and effective work place policies and practices, including state and federal mandated leaves. Raeann also has experience representing management in Americans with Disabilities Act (ADA) Title III lawsuits, including the more recent and common Website Accessibility matters. Raeann has a passion for helping employers understand the importance of safeguarding employee mental health. To that end she is a frequent speaker at HR and Corporate Counsel seminars regarding supporting and protecting employee mental health. Raeann has strong connections in the world of mental health advocacy, which helps her bring a unique perspective to clients on this topic.

As a litigator, Raeann has defended clients in discrimination and harassment cases and wage and hour class and collective actions. She works with employers to ensure their compliance with government agencies and represents clients at all state and federal levels, including before the Equal Employment Opportunity Commission and equivalent state agencies. Most recently, Raeann has been guiding employers through Religious Accommodation counseling and litigation.

Labor relations is another area in which Raeann has experience. Raeann regularly represents employers before the NLRB in response to representation petitions, carefully navigating all phases of the unique administrative process, including position statements, evidentiary hearings, briefing and motions practice before the Board. Raeann also represents employers in collective bargaining negotiations, including assisting clients on strategy and helping to craft proposals. She routinely represents employers in contract interpretation and disciplinary labor arbitration hearings and guides union and non-union work forces on maintaining policies and practices that comply with the doctrine of “concerted protected activity.” Raeann’s experience spans various industries, including retail, healthcare and public interest.

## ***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***

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EVENT 09/28/23

### **Dust Off Your Employee Handbooks – It’s Time to Review the Practical Impacts of the NLRB’s Stericycle Decision**

Raeann Burgo, Andreas Mosby , Brian Balonick

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INSIGHTS 09/01/23

### **Workplace Law Update: 10 Essential Items on Your September To-Do List**

Alba V. Aviles, Brian Balonick, Steven M. Bernstein, Raeann Burgo, Kathleen McLeod Caminiti, Michael D. Carrouth, Charles S. Caulkins, Jessica D. Causgrove, Steven R. Cupp, Patrick M. Dalin, J. Micah Dickie, Joseph W. Gagnon, Lonnie D. Giamela, Marty Heller, Brett Holubeck, Wendy Hughes, Corina Johnson, Jennifer S. Kiesewetter, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Eleanor F. Miller, Andreas Mosby , George A. Reeves III, Deniz Uzel Reilly, J. Hagood Tighe, Travis Vance, Melanie L. Webber, Sheila M. Willis

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NEWS 08/31/23

### **Firm Insight Referenced in Contingent Workforce Strategies’ Article on Potential Hiring Bias Resulting from AI-Powered Selection Tools**

Raeann Burgo, Wendy Hughes

[Read more →](#)

EVENT 08/30/23

### **Fisher Phillips AI Workplace Forum: How the Latest AI Headlines Will Impact Your Business**

Richard R. Meneghello, Raeann Burgo, Matthew R. Korn

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INSIGHTS 08/18/23

### **Are You Thinking About Bringing Your Employees Back to the Office? Read This First**

Raeann Burgo, Hannah Sweiss, Chad M. Zimlich

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INSIGHTS 08/18/23

### **Labor Board Signals Continued Expansion of Employee Rights: Your Questions Answered**

Brian Balonick, Raeann Burgo

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NEWS 08/17/23

### **Firm Insight Referenced in McKnight’s Article on Potential Hiring Bias Resulting from AI-Powered Selection Tools**

Raeann Burgo, Wendy Hughes

INSIGHTS 08/14/23

### **EEOC Breaks New Ground by Settling First-Ever AI Discrimination Lawsuit: 10 Pointers to Avoid Robot Bias**

Raeann Burgo, Wendy Hughes

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NEWS

08/08/23

## **Pittsburgh Attorney Discusses Importance of Reviewing Handbooks Following NLRB Ruling**

Raeann Burgo

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INSIGHTS

08/03/23

## **Labor Board Issues a Blow to Workplace Conduct Policies: Here's How Your Employee Handbook May Need to Change Today**

Brian Balonick, Steven M. Bernstein, Raeann Burgo, Brett Holubeck

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