

James F. Glunt

Partner

Pittsburgh

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Service Focus

- Class and Collective Actions
- Employee Defection and Trade Secrets
- Litigation and Trials
- Wage and Hour

Industry Focus

- Education
- Higher Education
- K-12 Institutions

Overview

Jay Glunt takes a hybrid approach to solving workplace problems. First and foremost, Jay guides clients away from litigation through regular and proactive counseling. This counseling covers areas such as workforce changes, strategic restructurings, wage/hour compliance, improvement of policies and procedures, making safe hire/fire and disciplinary decisions, dealing with work/family balance issues, and maintaining compliance with ever-changing COVID-19 laws and regulations. Jay negotiates employment contracts and deals with issues relating to executive compensation. And Jay is skilled in conducting workplace investigations. All of these make up Jay's "guard rail" practice, the point of which is to stay out of court.

Litigation cannot always be avoided, though, and sometimes the best way to solve a personnel problem is to make use of the court system. When that is the case, Jay does so with effective and efficient advocacy. Jay's trial practice involves management of employment litigation in state and federal courts, and before administrative agencies. With the rise in overtime collective actions and other employment class actions, Jay frequently defends these types of cases. Jay also prosecutes

restrictive covenant and trade secret injunction actions. Jay is in his element in the court room, where he has obtained successful outcomes.

Credentials

Education

- J.D., 2000, Duquesne University School of Law
- B.S., 1993, Pennsylvania State University

Bar Admissions

- Pennsylvania

Court Admissions

- U.S. Court of Appeals for the Federal Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania
- U.S. Supreme Court

Recognitions

- Recognized in *The Best Lawyers in America* (2022 - 2024)

Affiliations

Professional Activities

- American Bar Association (Labor & Employment Section and FLSA Committee)
- Pennsylvania Bar Association (Labor & Employment Section)
- Allegheny County Bar Association (Federal Court Section; Council Member and Secretary)
- Pittsburgh Chapter of the American Inns of Court (2005-present)

Community Activities

An active member of his community, Jay has leadership roles with The Leukemia & Lymphoma Society and the March of Dimes. Jay served for 10 years as a member of the Dormont (PA) Zoning Hearing Board, and for three years on the board of the civic organization Sustainable Pittsburgh. He was appointed by Pennsylvania Governor Tom Corbett to serve on the Early Learning Investment

Commission, a public-private partnership of business leaders serving as advocates for quality early childhood education. Jay teaches a semester-long Negotiation Skills workshop as an adjunct professor at the Duquesne University Law School.

Insights

EVENT

06/14/23

Wage and Hour Wednesday: Best Practices to Minimize Risks of Employing Remote Workers

Matthew R. Korn, James F. Glunt, Benjamin Dudek

[Read more →](#)

INSIGHTS

03/13/23

“Nepo Babies” Beyond Hollywood: 4 Tips for Managing Nepotism in the Workplace

James F. Glunt, Courtney Leyes

[Read more →](#)

INSIGHTS

01/19/23

Are Your Employment Agreements Up to Date? Top 5 Considerations for Drafting 50-State Compliant Restrictive Covenants

James F. Glunt, Sean Kingston

[Read more →](#)

INSIGHTS

10/24/22

‘Talent Access’ is the New Talent Acquisition: 6 Ways to Rethink Your Staffing Strategy

James F. Glunt

[Read more →](#)

EVENT

09/15/22

Pittsburgh CLE Series: The Impact of Dobbs on the American Workplace

James F. Glunt, Shelby L. Garland

[Read more →](#)

EVENT

04/21/22

Pittsburgh CLE Series: Say YES to Use of Independent Contractors While Saying NO to Legal Risks

James F. Glunt

[Read more →](#)

EVENT

03/08/22

Employee Handbook Updates 2022: Wage and Hour Compliance

James F. Glunt

[Read more →](#)

EVENT

02/17/22

The Invisible Lawyer: Ethical Issues Arising from Remote/Hybrid Practice of Law

James F. Glunt

[Read more →](#)

EVENT

02/10/22

Pittsburgh CLE Series: Win the Talent Acquisition War

James F. Glunt

[Read more →](#)

EVENT

02/09/22

Wage and Hour Wednesdays – There's No Time Like the Present: Employee Handbook Updates for 2022

James F. Glunt

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