

Megan A. Smith

Associate

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Focus Areas

Wage and Hour
Discrimination and Harassment
Litigation and Trials
Class Action

Overview

Megan A. Smith counsels and represents employers in a broad range of labor and employment matters before federal and state courts and administrative agencies, such as the Equal Employment Opportunity Commission (EEOC) and the Department of Labor (DOL). She has defended employers in the healthcare, construction, energy, retail, technology, and transportation industries. In her wage and hour practice, Megan represents employers in class and collective actions brought under the Fair Labor Standards Act (FLSA) and state wage and hour laws. She has experience representing companies in lawsuits across the United States involving allegations related to:

- Exemption misclassification
- Unpaid overtime
- Off-the-clock, preliminary and postliminary unpaid time, and meal and rest break violations
- Independent contractor misclassification

She also defends employers in single plaintiff disputes, with a focus on discrimination, harassment and retaliation litigation. Megan has been involved in all phases of legal disputes, including preliminary investigations, complex discovery, mediation and settlement negotiations, trial preparation, post-trial briefing, and appeals.

Megan was previously seconded with a multinational company during which she counseled the company on a broad range of employment matters, including wage and hour claims, policy creation and implementation, contractual disputes and claims of discrimination.

Professional and Community Affiliations

- Member, Allegheny County Bar Association

Recognition

- Recipient, Taintor Memorial Award, *University of Pittsburgh*
- Recipient, Herman L. Foreman Award, *University of Pittsburgh*
- Recipient, Pro Bono Service Recognition Award, *University of Pittsburgh*
- Recipient, CALI Awards for Excellence in Employment Law, Law of Disability Discrimination, Conflicts of Law, Legal Analysis & Writing, Legislation & Regulation, Commercial Transactions, and Criminal Law , *University of Pittsburgh*
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Education

J.D., University of Pittsburgh School of Law, 2017, *magna cum laude*

B.A., University of Pittsburgh, 2007, *summa cum laude*

Bar Admissions

Pennsylvania

Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Western District of Pennsylvania

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

Speaking Engagements

Not All Who Wander Are Lost: Managing Employee Relocation in the Era of Remote Work

April 29, 2021