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## Gillian G. W. Egan

Of Counsel  
New Orleans  
P 504-208-1755  
F 504-208-1759  
Gillian.Egan@jacksonlewis.com

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### Practices

Wage and Hour  
Workplace Safety and  
Health

### Education

Tulane University Law  
School  
J.D., 2012  
*magna cum laude*

University of Birmingham  
Shakespeare Institute  
M.A., 2003

Hanover College  
B.A., 2000  
*magna cum laude*

### Admitted to Practice

- 5th Circuit Court of Appeals, 2016
- Alabama - M.D. Ala., 2012
- Alabama - N.D. Ala., 2012
- Alabama - S.D. Ala., 2012
- Florida - M.D. Fla., 2020
- Florida - N.D. Fla., 2014
- Florida - S.D. Fla., 2020
- Louisiana - E.D. La., 2016
- Louisiana - W.D. La., 2020
- Alabama, 2012
- Florida, 2013
- Louisiana, 2016

Gillian G. W. Egan is of counsel in the New Orleans, Louisiana, office of Jackson Lewis P.C. A former human resources manager for a manufacturing facility, Gillian now focuses her practice on employment law litigation and advice, with a particular focus in wage and hour litigation, discrimination litigation and advice, client training, and Occupational Safety and Health.

Gillian was a client before she was a lawyer, and therefore she has a unique understanding of a client's perspective. In the mid-2000s, Gillian was the sole human resources professional in a manufacturing start-up, and had to create, implement and refine all of the site's personnel policies and procedures, compensation and benefits packages, safety inspections and certification programs, training plans, payroll procedures, job descriptions, employee relations procedures, and anything and everything else related to the site's Human Resources and Environmental Safety and Health. This experience ignited Gillian's interest in employment law, and eventually propelled her into a full scholarship to law school, where she was managing editor of the *Tulane Maritime Law Journal*, served on the moot court board, won first place in an appellate moot court competition, and externed for The Honorable Sarah S. Vance, Chief Judge of the United States District Court for the Eastern District of Louisiana. Gillian graduated *magna cum laude* and was granted the honor of Order of the Coif, and walked across the graduation stage holding her two oldest sons, the second one born during her law school years.

In her years of practice since graduating, Gillian has first-chaired administrative evidentiary hearings, second-chaired trials, argued motions in open court, handled mediations, defended OSHA inspections, conducted client training, drafted employee handbooks, and conducted all manner of employment litigation and advice. She has also spent countless pro bono hours assisting unaccompanied minor immigrant children with achieving legal resident status in the United States, among other pro bono initiatives.

Gillian lives in uptown New Orleans with her husband and three sons and enjoys cheering on Tulane's Green Wave and the New Orleans Saints.

### Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law - Management" (2021)
- Louisiana *Super Lawyers*®, "Rising Stars" (2018-present)

## Professional Associations and Activities

- Alabama Bar Association
- American Bar Association, Labor and Employment Section, OSHA Committee
- DRI
- Florida Bar Association, Labor and Employment Section
- Louisiana Bar Association

## Pro Bono and Community Involvement

- St. Charles Avenue Presbyterian Church, Personnel Committee Member
- Catholic Charities, Pro Bono Immigration Counsel

## Published Works

- “Mandatory Employment Arbitration Agreements, and Common Threats to their Validity,” *TerraLex Connections*, September 2016 [Author]
- *The Fair Labor Standards Act, 3rd ed.* (Bloomberg BNA, 2015) [Contributing Author]
- “Big Data Analytics and an Evolving Standard of Care,” *Birmingham Medical News*, February 2015 [Author]
- “Employment Law Update after *Burwell v. Hobby Lobby*,” *Today’s Medical Developments*, November/December 2014 [Author]
- “Employers – Check Your Weight-Bias; Obesity, Disability, and the Broadened Coverage of the ADA,” *The ADLA Journal*, January 2014 [Author]
- “Diversity Challenges Facing Law Firms,” *DRI Diversity Manual*, 2013 [Contributing Author]
- “ERISA Conflict Preemption: Embracing the Treacherous Path,” *ABA Pretrial Practice and Discovery Newsletter*, May 22, 2013 [Author]
- “‘Nuisance Value’ FLSA Lawsuits: Don’t Make a Federal Case Out of It!” *DRI For the Defense Newsletter*, 2013 [Co-Author]
- “¡Cuidado! Danger Ahead! The Heeding Presumption and the Duty to Warn in Spanish,” *DRI Diversity Insider*, Spring 2013 [Co-Author]
- “Unreasonable Requirements for Reasonable Enforcement: ‘Congruence and Proportionality’ After *Coleman v. Maryland Court of Appeal*,” *Cumberland Law Review*, Vol 43, 2012 [Author]
- “Protecting Work Product in Rule 30(b)(6) Depositions,” *ABA Pretrial and Practice Discovery Newsletter*, October 27, 2011 [Author]

## Speeches

- “How to Navigate the Changing Paid Leave Landscape,” XPerT HR USA (November 2019) (Co-Presenter)
- “Is A New OSHA Rule on Workplace Violence Coming for Healthcare?” LiveSafe Podcast (April 9, 2019) (Podcast Guest)
- Various, Sterling Employment Law Seminars (2012-2015) (Frequent Presenter)