



Principal, Pittsburgh

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Laura C. Bunting is a principal in the Pittsburgh, Pennsylvania, office of Jackson Lewis P.C.

Laura's approach to employment law embodies a blend of three key attributes: creativity, pragmatism, and attention to detail. She taps into her diverse experience to partner with employers and guide them toward their ideal outcome based on their business goals.

Serving as lead counsel for cases arising in multiple jurisdictions, Laura has earned the trust of her client partners by balancing an unwavering dedication to professionalism and good judgment with strong consistent advocacy. She knows that as a litigator, understanding and analyzing the law is only half the battle—an ability to communicate her client's position clearly in written submissions and orally during argument are integral components of a successful result. Most recently, Laura has applied her passion for persuasive advocacy to obtain these results for employers:

- Dismissal at the summary judgment phase of claims of disability discrimination and violations of West Virginia's Medical Marijuana Act against a national airline service provider, which was affirmed by the West Virginia Intermediate Court of Appeals after oral argument
- Summary judgment for a Fortune 50 manufacturer on race and disability discrimination claims in the Western District of Pennsylvania
- Summary judgment for a national trucking company in the Eastern District of Pennsylvania accused of violating Pennsylvania's Medical Marijuana Act and the Americans with Disabilities Act
- Dismissal, with prejudice, under Rule 12, of malicious prosecution and disability discrimination claims, against a national clothing retailer in the Middle District of Pennsylvania
- Summary judgment for a national industrial manufacturer in the Western District of Pennsylvania on claims of disability discrimination and failure to accommodate related to personal protective equipment requirements
- Dismissal at the summary judgment phase of religious discrimination and retaliation claims in the Northern District of West Virginia

As a member of the firm's Restrictive Covenants, Trade Secrets, and Unfair Competition practice group, Laura has used her experience in the laws and courts of both Pennsylvania and West Virginia to clients' advantage. For example, she obtained a preliminary injunction order, including a complete production injunction, for a national food manufacturer. Laura understands the importance and competitive advantage of local knowledge whether the venue is rural or urban, or federal courts across the country. She applies an adaptive approach to every stage of a litigation; during deposition adjusting her questioning based on the needs of each case. Whether asking a young adult about alleged harassment at an ice cream shop, or cross-examining an executive about trade secret misappropriation, she handles herself with confidence, to extract key admissions.

## Practices

- Retail
- Employment Litigation
- Restrictive Covenants, Trade Secrets and Unfair Competition

## Education

- University of Pittsburgh School of Law, J.D. 2009
- University of Westminster, LL.M. 2008
- University of Pittsburgh, B.A. 2005

## Admitted to Practice

- 3rd Circuit Court of Appeals 2021
- Pennsylvania - E.D. Pa. 2021
- Pennsylvania - M.D. Pa. 2020
- Pennsylvania - W.D. Pa. 2014
- West Virginia - N.D. W. Va. 2021
- West Virginia - S.D. W. Va. 2020
- Pennsylvania 2009
- West Virginia 2020

On top of litigation and administrative matters, Laura continues to provide day-to-day and topic-specific advice and counsel to many clients, on topics including investigations, employer policies, and employee separations. Laura's responsiveness and pragmatic advice has earned her the reputation for being a trusted advisor among the in-house counsel with whom she works. Having worked in clothing stores during high school and college, she especially enjoys counseling retailers on their specific needs and is a core member of the firm's Retail industry group.

While attending law school, Laura studied at the University of Westminster in London and obtained a master of law degree in international law. She was also awarded the *Oxford University Press* Higher Law Education Award for her dissertation. Following law school, she clerked for the Honorable Arthur J. Schwab, United States District Judge, for five years. Post-clerkship, she gained valuable trial experience working for a prominent employee-side attorney, followed by her work with a large regional firm concentrating on management-side employment law.

Outside of work, Laura volunteers her time as a member of the board of POWER (a women's substance recovery organization) and the Pittsburgh and Irish and Classical Theatre. She also devotes many hours in service to the local bar, serving as elected Vice Chair of the Federal Court Section where she works closely with judges sitting on the Third Circuit Court of Appeals and the U.S. District Court. She is a faculty member of the University of Virginia Trial Advocacy College volunteering her time to mentor attorneys from across the country.

### Honors and Recognitions

- Allegheny County Bar Association, "Outstanding Young Lawyer" (2019)
- Allegheny County Bar Association, "Young Lawyers Fellow"
- *Oxford University Press* Higher Education Award (2008)
- *Super Lawyers®*, "Rising Stars" (2017-2019)
- *The Best Lawyers in America®*, "Employment Law – Management" and "Litigation – Labor and Employment" (2025)