

# Emily C. Heimbecker

ASSOCIATE

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Emily Heimbecker concentrates on a variety of employment issues, including discrimination, retaliation and harassment cases at both state and federal levels. She is dedicated to clients, offering a compassionate, strategic approach that focuses on practical solutions. With a keen eye for detail, Emily listens attentively to understand clients' needs, helping them navigate the best options to achieve their short- and long-term goals. Emily addresses employment issues within corporate, retail and manufacturing settings.

Emily is passionate about employment issues impacting the fashion industry, as demonstrated by her Fashion Law Institute Certificate from Fordham University. Having worked in retail, Emily recognizes the need for practical legal advice meeting business needs. Additionally, during a secondment, Emily was the Interim Employment & Litigation Counsel to Louis Vuitton, covering the United States and Canada. She counseled members of the human resources team, legal team and executive suite on litigation, policies and legislation.

## Education

- Fordham University (Fashion Law Institute Certificate, 2020)
- Villanova University Charles Widger School of Law (J.D., 2019)
- King's College (B.S., *summa cum laude*, 2015)

## Bar Admissions

- Pennsylvania

## Court Admissions

- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, Middle District of Pennsylvania

## Memberships

- Northampton County Bar Association

## Capabilities

- Employment Advice & Investigations
- Labor & Employment

# Matters

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- Secured motion to dismiss in a breach of contract, fraudulent inducement and promissory estoppel case where the plaintiff employee tried to rely upon a verbal employment agreement and employee handbook as evidence of a contract for employment.
- Won motion to compel arbitration for corporate client in suit alleging racial discrimination and retaliation claims.

# Polsinelli at Work

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February 7, 2025

## **Employment Law Updates for the New Year**

Many state and local government employment laws went into effect January 1, 2025. Here is a non-exhaustive list of 2025 employment law updates. Contact your Polsinelli attorney if you have any questions or need assistance regarding employment law compliance...

January 14, 2025

## **New York State's Fashion Workers Act Effective Summer 2025**

Governor Hochul signed legislation titled the "New York State Fashion Workers Act" (the "Act"), which has a widespread impact on the modeling industry as it relates to compensation, contractual restrictions, and other workplace protections. The Act takes effect on...

November 25, 2024

## **Effective June 2025: New Jersey Pay Transparency Requirements**

New Jersey recently became the newest state to enact pay transparency legislation. On November 18, 2024, New Jersey Governor Murphy signed Bill S2310 (the "Act") into enactment. The Act will go into effect on June 1, 2025. The Act applies to...

# Publications

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January 14, 2026

## **New York State's Fashion Workers Act Effective Summer 2025**

May 8, 2025

**Labor laws may sound 'super aggressive,' but there's no cause for alarm, attorneys say — with caveats**

*Quoted, McKnights Senior Living*

February 7, 2025

**2025 Employment Law Updates**