



EMMA R. CORMIER

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BIOGRAPHY

Emma is a member of the firm's Employment and Labor Practice Group, focusing her practice on employer representation in disputes alleging wage and hour violations, discrimination, harassment, retaliation, wrongful termination, and similar claims. Emma also works closely with the Class Actions & Mass Torts Practice Group focusing on sport injury litigation. Emma's practice spans all aspects of litigation, and she is dedicated to serving her client's needs at any stage of a dispute.

Emma was a 2019 summer associate with BCLP before joining the firm full time. Emma also worked as a law clerk for the Environmental Protection Agency, Region Five, in the Office of the Regional Counsel. During law school, Emma was a member of the *Washington University Law Review*, serving as an articles editor for volume 97. She participated in the Interdisciplinary Environmental Clinic, working primarily on vacancy litigation within the St. Louis area, and served as a judicial extern for the Honorable Shirley Mensah at the U.S. District Court for the Eastern

District of Missouri. Additionally, while at Washington University, Emma volunteered as a peer academic advisor and served on the Honor Council.

AREAS OF FOCUS

- Class Actions
- Mass Torts & Product Liability

CIVIC INVOLVEMENT & HONORS

- Certificate in Public Interest Law from Washington University
- CALI Award Recipient—top grade in Environmental Litigation Seminar
- CALI Award Recipient—top grade in Urban Revitalization: a St. Louis Case Study
- Washington University Dean's Service Award Recipient

PROFESSIONAL AFFILIATIONS

- Missouri Bar Association

ADMISSIONS

- Illinois, 2021
- Missouri, 2020
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri

EDUCATION

- Washington University in St. Louis, J.D., cum laude, 2020
- Saint Louis University, B.S., magna cum laude, 2016

RELATED CAPABILITIES

- Employment & Labor

- Investigations
- Class Actions & Mass Torts
- Food & Agribusiness
- Class Actions
- Business & Commercial Disputes
- Intellectual Property & Technology Disputes
- Mass Torts & Product Liability
- Sports, Media & Entertainment
- Energy Transition
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Financial Services
- Catastrophic Accidents
- Consumer Fraud
- Consumer Products
- Food, Ag & Nutrition
- Insurance (Class Actions)
- Pharmaceutical & Medical Devices (Class Actions)
- Pharmaceutical & Medical Devices (Mass Torts)
- Contract, Endorsement & Celebrity Representation
- Anti-Doping
- Sports & Event Venue Real Estate Infrastructure & Operation
- Naming Rights & Sponsorship
- Sports & Entertainment M&A
- Entertainment Industry
- Sports & Event Financing
- Olympic & National Governing Bodies
- Professional Sports Team Representation
- Cross-border Employment Issues

RESOURCES

PUBLICATIONS

The Great Lakes Legacy Act: History and Implementation 2002-2018, Ill. State Bar Ass'n Envtl L. News. (Ill. State Bar Ass'n) (2019)

RELATED INSIGHTS

Insights

Sep 25, 2025

PFAS in groundwater: state-by-state regulations

In the absence of federal cleanup standards for per- and polyfluoroalkyl substances (“PFAS”) in groundwater, several states have started the process of regulating PFAS in groundwater themselves. As a result, states have adopted a patchwork of regulations and guidance standards that present significant compliance challenges to impacted industries. This client alert explores the current landscape of state regulations regarding the advisory, notification, and cleanup levels for PFAS – typically perfluorooctane sulfonic acid (“PFOS”) and perfluorooctanoic acid (“PFOA”) – in groundwater.

Insights

Jan 19, 2024

EPA kicks off the new year with TSCA and TRI actions

The United States Environmental Protection Agency (“EPA”) started the new year by finalizing two rules involving per- or polyfluoroalkyl substances (“PFAS”) under the Toxic Substances Control Act (“TSCA”) and the Toxic Release Inventory (“TRI”). The first rule requires industries to consult with EPA before using any of the designated 329 inactive PFAS substances. The second rule adds seven PFAS substances to the list of chemicals that entities must report. The details of the new rules are below, but these actions demonstrate EPA’s continued commitment to regulate PFAS substances under a wide range of environmental laws.

Insights

Oct 10, 2023

PFAS litigation update: The risks of consumer product marketing claims

As general awareness of per- and polyfluoroalkyl substances (“PFAS”) has continued to rise in recent years, courts have experienced an increase in civil lawsuits alleging false and misleading advertising in corporate marketing statements for consumer products. Most of the lawsuits filed in 2021 and 2022 focused primarily on four categories of products: Food and Food Packaging; Cosmetics; Clothing and Textiles; and Personal Care Products. The question that many businesses are facing is what claims can create a risk of litigation if PFAS may be present in their products. To answer that question we examined the applicable lawsuits and compiled a summary of the marketing statements and advertisements identified by plaintiffs as allegedly false or misleading. We then compared these marketing statements across all industries, as well as within the four specific industries listed above, to identify emerging trends that were frequently cited in litigation. While not an exhaustive list, these summaries will help businesses prioritize which statements should be addressed as soon as possible to mitigate their litigation risk if they believe that PFAS may be present in their products. For additional information, please refer to our state-by-state guides for PFAS in consumer products and PFAS in food packaging.

Insights

Jul 31, 2023

PFAS Update: State Soil Concentration Regulations, July 2023

Insights

Jul 10, 2023

State and Federal Hazardous Substance Listings, July 2023

Insights

Jun 13, 2023

Maine PFAS Reporting Deadline Extended to January 1, 2025

On June 8, 2023, Governor Mills executed LD 217 which extends the deadline for reporting products that are sold in Maine that contain intentionally added PFAS materials to January 1, 2025. The law also clarifies some of the reporting requirements and includes an exemption for small businesses. Maine's original PFAS law, passed in 2021, requires businesses to disclose the nature and purpose of all intentionally added PFAS compounds in products sold in Maine by January 1, 2023. Although the Maine Department of Environmental Protection ("DEP") granted extensions to over 2,500 businesses, the Maine Chamber of Commerce and various businesses have continued to advocate for a global extension and additional revisions to specific requirements of the law. Accordingly, LD 217 was recently enacted to clarify and amend Maine's original law.

Insights

Jun 08, 2023

Litigation trends in PFAS consumer product litigation from 2021 to 2022

Insights

Jun 07, 2023

PFAS Update: Minnesota Significantly Restricts PFAS in Consumer Products

Insights

May 04, 2023

PFAS Update: State-by-State Groundwater Regulations, May 2023