

Tracy R. Leidner

Shareholder

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Focus Areas

Class Action
Discrimination and Harassment
Wage and Hour
Drugs and Alcohol

Overview

Tracy R. Leidner focuses on defending management in single and multiplaintiff litigation in employment-related matters, including harassment and discrimination claims, and wage and hour class action litigation and litigation under California's Private Attorneys General Act (PAGA). She has experience in all facets of the litigation process and represents employers in state and federal courts and before administrative agencies, including the California Department of Fair Employment and Housing, the California Division of Labor Standards Enforcement, and the Equal Employment Opportunity Commission.

Additionally, she has devoted a significant amount of her practice to drug-free workplace and drug testing issues. In this capacity, she routinely drafts drug-free workplace policies, provides advice including as to marijuana accommodation and pre-employment testing, and assists clients with return-to-work and fitness-for-duty issues related to drug and alcohol use.

She also routinely counsels clients on human resources issues, legal compliance, and litigation avoidance.

Professional and Community Affiliations

- Member, Orange County Bar Association
- Member, Leadership Council on Legal Diversity

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025
- Recipient, CALI Excellence for the Future Award in Constitutional Law, 2010

Education

J.D., Pepperdine University School of Law, 2011, *cum laude*

B.A., Biola University, 2008, *summa cum laude*

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of California

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, Southern District of California

Publications & Press

Veterans Day 2022: Stories from Military Family Members

Littler Podcast

November 11, 2022

California to Protect Off-Work Use of Marijuana, Set Testing Parameters for Measuring Workplace Impairment

Littler Insight

October 3, 2022

Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Littler Announces New Shareholders and Principals Elevating 26 Attorneys

Littler Press Release

January 4, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Littler Recognized by Leadership Council on Legal Diversity as a 2019 Top Performer and Selected for the 2019 Compass Award

Littler Press Release

November 1, 2019

Speaking Engagements

Working Safely in an Era of Marijuana, Psychotics, and Medication

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

Navigating AB 2188 | A Webinar on Proactive Measures for Employers to Address Marijuana Use in 2024

January 10, 2024

2022 Update: Deeper Dive Into California Legislative Employment Law

2022 California Virtual Regional Employer Conference

November 2, 2022

2020 Virtual California Employer

November 19, 2020

Southern California Legal Update Series - Costa Mesa

Center Club Orange County 650 Town Center Drive Garden Level Costa Mesa, CA 92626

January 16, 2020

Unconscious Bias in the Workplace

Irvine, CA

January 24, 2019

An Update of New California Employment Laws for 2015

College and University Professionals for Human Resources (CUPA-HR), Irvine

October 10, 2014