

William J. Leahy

Office Managing Shareholder

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Focus Areas

Unfair Competition and Trade Secrets
Discrimination and Harassment
Litigation and Trials
Hiring, Performance Management and Termination
Emerging Companies and Venture Capital

Overview

William J. Leahy assists employers with all issues that arise out of the employer-employee relationship, including those involving discrimination and harassment. He has successfully handled employment-related disputes through trial and appeal, including extensive litigation in federal and state courts with claims arising under:

- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Uniform Trade Secrets Act
- The New Jersey Conscientious Employee Protection Act
- The Age Discrimination in Employment Act

In Will's trial practice he has obtained successful results for his clients, including:

- A defense verdict in a jury trial involving claims for defamation and retaliation under the New Jersey Law Against Discrimination
- An award for the employer in an arbitration of a senior executive's claim for whistleblower retaliation
- A defense verdict in a jury trial involving claims for retaliation under the Family and Medical Leave Act and Pennsylvania common law
- A defense verdict in a jury trial involving a claim for discrimination under the Age Discrimination in Employment Act

- A defense verdict in a jury trial involving retaliation claim under the Fair Labor Standards Act

Will also represents companies, often in the insurance, pharmaceutical, medical device, staffing, and professional services industries, in matters relating to the protection of trade secrets and confidential information and the enforcement of covenants not to compete. Will's unfair competition practice includes strategic advice to employers as well as litigation prosecuting and defending against restrictive covenant and trade secrets matters.

In addition to litigation, Will devotes a substantial portion of his practice to advising employers on day-to-day compliance with federal, state and local laws, as well as protection of confidential information. This includes:

- Drafting and reviewing policies
- Preparing executive employment agreements
- Guiding employers through reductions in force
- Providing advice on harassment, accommodation, and employee leave issues

He frequently presents seminars on these and other topics.

Office managing shareholder of Littler's Philadelphia office, Will previously served on the firm's Associates Committee and is a member of the firm's Unfair Competition and Trade Secrets Practice Group.

Will began his career as a law clerk for the Honorable Robert F. Kelly of the United States District Court for the Eastern District of Pennsylvania.

Professional and Community Affiliations

- Member, Union League of Philadelphia

Recognition

- Named, The Best Lawyers in America®, 2018-2025

Education

J.D., Villanova University School of Law, 1997

B.A., Boston College, 1994

Bar Admissions

Pennsylvania

New Jersey

Missouri

Courts

U.S. Court of Appeals, 3rd Circuit
Pennsylvania Supreme Court
New Jersey Supreme Court
Missouri Supreme Court
U.S. District Court, Eastern District of Pennsylvania
U.S. District Court, Middle District of Pennsylvania
U.S. District Court, District of New Jersey

Publications & Press

Pennsylvania Expands Legal Definitions of Race, Sex and Religious Creed

SHRM Online

January 18, 2023

Pennsylvania Expands Definitions of Race, Sex and Religious Creed in Human Relations Act

Littler ASAP

January 3, 2023

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

Littler Press Release

August 19, 2021

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

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Names Three New Office Managing Shareholders

Littler Press Release

January 10, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Pennsylvania Supreme Court Holds Uniform Written Obligations Act Does Not Allow Employer To Enforce Noncompete Unsupported By Consideration

Littler ASAP

November 23, 2015

Can "Friends" Be Trade Secrets?

Littler ASAP

May 2, 2012

Pennsylvania Law Firm Sues Former Attorney and New Firm for Unfair Competition

Littler ASAP

February 16, 2012

Third Circuit Clarifies Definition of Management-Level Employee in Harassment Claims

Littler Insight

June 17, 2009

Pennsylvania Governor Rendell Signs Legislation Allowing Non-Attorneys to Represent Corporate Employers in Unemployment Compensation Proceedings

Littler Insight

June 15, 2005

Speaking Engagements

2024 Philadelphia Regional Employer Conference

Philadelphia, PA

October 25, 2024

COVID Vaccination from Incentives to Mandates

October 27, 2021

Protecting Innovations and Strengthening Human Capital in a World of Employee and Corporate Data Mobility

February 8, 2021

We're (Almost) Open: Obligations Employers Will Need to Consider as Businesses Prepare to Resume

May 27, 2020

Between a Rock and a Hard Shelter-in-Place | Challenges Employers Will Face When Returning to Work

May 12, 2020

Can I Terminate: Considerations and Implications for Employers

Philadelphia, PA

June 25, 2019

Managing Leaves of Absence: The Interplay of the FMLA and ADA

Philadelphia, PA

June 2, 2015

Preparing The Groundwork To Enforce Non-competes

Philadelphia, PA

September 13, 2012

The Employee from Hell

Philadelphia, PA

November 15, 2011

Adapting to Change: New Developments in the Protection of Trade Secrets and Business Goodwill

June 24, 2010

Sex Offenders, Terrorists and Video Resumes: How Far Can You Go to Get Information on Prospective and Current Employees

Philadelphia, PA

February 10, 2010