



Kayleen Egan

Associate

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Focus Areas

Home Health and Home Care
Higher Education
Healthcare

Overview

Kayleen Egan concentrates her practice on employment counseling and litigation along with traditional labor matters. She has experience in both single plaintiff and class action claims, including:

- Discrimination, harassment, and retaliation claims under Title VII, Section 1981, the Age Discrimination in Employment Act, Americans with Disabilities Act and state and local laws
- State medical marijuana laws
- Whistleblower claims
- Unfair labor practice charges

Kayleen also has substantial administrative agency experience, representing clients before the National Labor Relations Board, the Equal Employment Opportunity Commission, and the Occupational Safety and Health Administration.

In addition to her litigation practice, Kayleen counsels employers on compliance with local, state, and federal laws, drafting policies and employee handbooks. She regularly advises clients on the impacts of state marijuana laws in the workplace.

Prior to joining Littler, Kayleen represented public school districts and charter schools in employment, civil rights, and special education litigation and advised on labor and employment issues.

Kayleen began her career as a law clerk for the Hon. Michael J. Haas in the Appellate Division of the New Jersey Superior Court. During law school, she interned for the Hon. Freda Wolfson in the District Court of New Jersey and in the general counsel office of a local university. She served as editor-in-chief of the *Rutgers Journal of Law & Public Policy* and was a member of the school's National Trial Advocacy Team.

Professional and Community Affiliations

- Volunteer Attorney, Support Center for Child Advocates

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2022
- Recipient, Student Advocacy Award, *International Academy of Trial Lawyers*, May 2015
- Named, Dean's Academic Excellence Scholar, *Rutgers School of Law*, September 2012

Education

J.D., Rutgers School of Law, 2015, *magna cum laude*

B.S., Rowan University, 2012, *cum laude*

Bar Admissions

Pennsylvania

New Jersey

Courts

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 Appeals Court Determines State's Medical Marijuana Act Includes a Private Right of Action for Employees

Littler Insight

August 19, 2021

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

Littler Press Release

August 19, 2021

Philadelphia Passes Ordinance Banning Marijuana Tests for Many Prospective Employees

Littler ASAP

May 4, 2021

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

Littler Press Release

August 20, 2020

Philadelphia Enacts Anti-Retaliation Ordinance for COVID-19 Workplace Complaints

Littler ASAP

July 23, 2020

Philadelphia Expands Employment Protections for Domestic Workers

Littler Insight

June 9, 2020

Pennsylvania Court Finds Private Right of Action for Employees Under State’s Medical Marijuana Law

Littler Insight

February 14, 2020

The Viability of Freestanding Claims for Failure to Accommodate Remains Unsettled

New Jersey Bar Association: New Jersey Labor & Employment Law

May 2019

U.S. Department of Labor Proposes New Overtime Rule . . . Again

March 21, 2019

Does the Continuing Violations Doctrine Apply to Title IX?

Law360

January 25, 2019

Joint Employment, Compliance and Overtime: A Wage-and-Hour Update

Legal Intelligencer

October 30, 2018

Speaking Engagements

COVID Vaccination from Incentives to Mandates

October 27, 2021

Home Care Industry Legal Update: Avoiding Common Pitfalls Before and During U.S. DOL Wage-and-Hour Audits

June 1, 2021

Social Media, Cyber-bullying and First Amendment Rights

New Jersey Association of School Administrators, Atlantic City, NJ

January 25, 2018