

## 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