



## Tracy R. Leidner

Shareholder

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## Practice 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, 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 ASAP*

October 3, 2022

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

*Press Release*

August 19, 2021

### **Littler Announces New Shareholders and Principals Elevating 26 Attorneys**

*Press Release*

January 4, 2021

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

*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**

*Press Release*

November 1, 2019

## **Events & Speaking Engagements**

### **How New State and Federal Laws May Impact California Employers**

Orange County Bar Association, Irvine, CA

May 11, 2025

### **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**

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