



## Leanne Lane Coyle

Associate  
Employment & Labor

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**Defends employers of all sizes in federal and state court litigation involving all major employment statutes and counsels them on compliance with local, state, and national employment and labor laws.**

### Bio

Leanne Lane Coyle is an Associate in the firm's Employment and Labor Practice Group and its related sub-groups, Employment and Collective Class Actions, Employment & Employee Relations, Labor, Trade Secret & Non-Compete Law, and Wage and Hour. She defends employers in state and federal court, and before administrative agencies, in matters involving all major employment statutes and counsels them on proactive statutory compliance.

Ms. Coyle's experience includes defending clients in matters involving the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), Title VII of the Civil Rights Act of 1964, and the Age Discrimination in Employment Act (ADEA), among others. She also counsels employers on proactive compliance, providing wage and hour and pay practices audits, drafting employee manuals, and drafting executive severance agreements, among other services.

From 2020-2022, Ms. Coyle was named a Rising Star in Employment Litigation by Pennsylvania Super Lawyers. For information about this selection and an overview of common third-party publications, rankings, and lists methodologies, [click here](#).

### Representative Matters

- Defended a home healthcare agency in a class-action FLSA claim and successfully minimized client's exposure with a negotiated settlement.
- Successfully opposed a motion to dismiss a municipal liability claim brought under Section 1983 against a borough.
- Conducted a workplace investigation on behalf of a dentistry practice in a race discrimination and retaliation claim before the PHRC.

### Publications

### Practices

- Employment and Labor
- Employment Collective and Class Actions
- Employment and Employee Relations
- Labor
- Trade Secret & Non-Compete Law
- Wage and Hour

### Industries

- Construction
- Banking and Financial Services
- Health Care
- Higher Education
- Insurance
- Manufacturing
- Municipal & Government
- Professional Services
- Energy and Utilities
- Retail
- Hospitality
- Supply Chain & Logistics

### Education

- J.D., Temple University James E. Beasley School of Law, 2016  
Rubin Public Interest Law Honor Society
- B.A. in Political Science and Philosophy, Pennsylvania State University, 2012

### Bar Memberships

- Pennsylvania
- New Jersey
- New York

### Court Admissions

- U.S. District Court for the Eastern District of Pennsylvania

- Co-Author, "NJ Cannabis Regulatory Commission Releases 'Hazy' Guidance on Workplace Marijuana Impairment," *New Jersey Law Journal* (October 27, 2022)
- Co-Author, "More and More Courts Are Eschewing Mandatory Approval of FLSA Settlements," *The National Law Journal* (October 6, 2022)
- Co-Author, "US Department of Labor 'Beefing Up' Enforcement Efforts," *The Legal Intelligencer* (March 25, 2022)
- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania
- U.S. District Court for the District of New Jersey

## Affiliations

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- Pennsylvania Bar Association
- New Jersey Bar Association
- Volunteer, The Breathing Room Foundation
- Committee Member, Leukemia & Lymphoma Society