

Leigh H. McMonigle

Counsel

Philadelphia

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Leigh regularly represents employers before federal and state courts and administrative agencies in matters involving allegations of employment discrimination, wrongful termination, retaliation, breach of contract, workplace torts, and noncompetes.

OVERVIEW

Leigh litigates complex employment claims under federal and state statutes, including the Fair Labor Standards Act (FLSA), Title VII of the Civil Rights Act of 1964 (Title VII), the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Pennsylvania Human Relations Act (PHRA), the Pennsylvania Wage Payment and Collection Law (WPCL), and the nondiscrimination and wage/hour laws of many states. She represents a broad spectrum of employers before state and federal courts and administrative agencies, including the Equal Employment Opportunity Commission (EEOC) and Pennsylvania Human Relations Commission (PHRC).

Leigh provides clients with employment counseling related to workplace issues including hiring, discipline, harassment and discrimination, medical leaves, and disability accommodations. She has experience assisting employers with internal investigations of claims of discrimination and harassment.

Additionally, Leigh is a member of the firm's Educational Institutions practice and provides litigation and counseling services to colleges and universities.

REPRESENTATIVE MATTERS

- Obtained a defense jury verdict in a race and national origin action in the U.S. District Court for the District of New Jersey on behalf of an investment fund management firm.
- Obtained dismissal of a complaint for a hospital in the Eastern District of Pennsylvania related to termination of an employee, which included allegations of breach of promissory estoppel, breach of implied contract, and retaliation in violation of Title VII.
- Represented a regional health care system in various federal lawsuits against claims of disability discrimination, race discrimination, religion discrimination, and retaliation.
- Represented an international pharmaceutical company in a federal lawsuit against claims of race discrimination, disability discrimination, and retaliation.
- Successfully defended dozens of administrative claims before the EEOC and state fair employment practices

agencies including the PHRC.

AWARDS

- *Best Lawyers in America®: Ones to Watch: Labor and Employment Law – Management (2022-2025) and Litigation – Labor and Employment (2023-2025)*

TOP AREAS OF FOCUS

- Educational Institutions
- Labor + Employment

ALL AREAS OF FOCUS

- Educational Institutions
- Employment Counseling
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution

EDUCATION AND CERTIFICATIONS

EDUCATION

- Villanova University Charles Widger School of Law, J.D., *cum laude*, 2010, environmental hearing board editor, *Environmental Law Journal*
- Loyola College, B.A., *magna cum laude*, 2007

BAR ADMISSIONS

- Pennsylvania
- New Jersey
- Delaware

COURT ADMISSIONS

- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, District of New Jersey
- U.S. District Court, District of Delaware

CLERKSHIPS

- Hon. Randy J. Holland, Supreme Court of Delaware, 2010-2011

PUBLICATIONS

- Co-author, "Proposed Rules on New Jersey's Pay Transparency Act – What Employers Need to Know," *Troutman Pepper Locke*, November 10, 2025.

- Co-author, “[Third Circuit Holds That NCAA Athletes May Qualify as Employees Under the FLSA](#),” *Troutman Pepper*, July 22, 2024.
- Co-author, “[NLRB Rules That Dartmouth Basketball Players Are Employees](#),” *Troutman Pepper*, February 9, 2024.