



Ashleigh M. Leitch  
**Attorney**

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My goal is to get the right result for you, whether conducting an investigation, negotiating a settlement, pursuing a lawsuit through trial, or advocating upon appeal.

Ashleigh Leitch specializes in employment litigation and advice for companies, non-profits, municipalities, and individuals. As a member of the labor and employment team, Ashleigh has handled cases involving non-compete, medical and parenting leaves, trade secret, wage and hour, and discrimination claims in state and federal court. Ashleigh has also written and revised employee handbooks and has presented on topics ranging from Minneapolis's paid sick leave ordinance to medical marijuana in the workplace.

## Experience

- > Defended wage-and-hour class action in federal court.
- > Obtained temporary restraining order against client's former employee who violated his non-compete.
- > Defeated trade secret violation claim against our client at trial.
- > Prevailed on FMLA retaliation claim for client at trial, resulting in a judgment of \$340,000 plus attorneys fees.
- > Argued before Minnesota Supreme Court regarding administrative warrant requirement for rental housing inspections.

## Areas of Practice

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Employment Law  
Litigation  
Litigation & Appellate  
Workplace Investigations

## Education

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J.D., University of Minnesota Law School, 2014, *cum laude*  
B.A., College of Saint Benedict, 2009, *summa cum laude*

## Admissions

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State of Minnesota  
State Of North Dakota  
State of Wisconsin  
U.S. Court of Appeals for the Eighth Circuit  
United States District Court, District of Minnesota  
United States District Court, Western District of Wisconsin

## Firm News/Articles

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- > Five Best & Flanagan Attorneys Named to 2019 Rising Stars List
- > Minnesota's New "Wage Theft" Statute Effective July 1, 2019
- > Best & Flanagan Attorneys Secure Decision in Eighth Circuit
- > Minneapolis's Sick and Safety Leave Now Applies to Employers Located Outside of Minneapolis
- > How Reasonable is That Accommodation? Case Studies Evaluating the Reasonableness of Workplace Accommodations Under the Americans With Disabilities Act
- > She Leads
- > U.S. Dept. of Labor Announces New Salary Threshold of \$35,000 for Exemption from Overtime, Minimum Wage Laws
- > Employment Law Update: Minimum Wage Keeps Climbing
- > Six Best & Flanagan Attorneys Named to 2018 Rising Stars List
- > Legislators Consider Changes to Sexual Harassment Laws and Abolishing Non-Competes
- > Minnesota Justice Foundation Elects Ashleigh Leitch as Board of Directors Officer
- > Minimum wage increase in Minneapolis effective January 1, 2018
- > New Decisions Evaluating the Reasonableness of Accommodations under the ADA
- > Best & Flanagan attorneys prevail at the Minnesota Supreme Court in high-stakes case involving the taxation of costs and disbursements
- > Best & Flanagan Attorneys Prevail in The Minnesota Supreme Court
- > Ashleigh Leitch to Present to The Minnesota Association of Legal Administrators
- > Ashleigh Leitch Presents to Tribal Casino HR Professionals
- > Federal Court Blocks New Overtime Regulations
- > Ashleigh Leitch Featured in Minnesota Lawyer
- > Important Update for Employers Regarding EEOC and Sexual Discrimination
- > D.C. Circuit Again Defends Attorney-Client Privilege Protections in Internal Investigations
- > Confidentiality Agreements Should Not Discourage Whistleblowers

## Professional Associations

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- > American Bar Association
- > Minnesota Bar Association
- > Wisconsin Bar Association
- > Hennepin County Bar Association

## Community Associations

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- > Minnesota Justice Foundation, Director, 2015 - present

- > Minnesota Justice Foundation, Vice Chair of the Board of Directors, 2018
- > WomenWinning, Director, 2017 - present
- > Launch Committee of WomenWinning, Chair, 2017 - present
- > Volunteer Lawyers Network, Pro Bono Volunteer, 2015 - present

## Seminars & Publications

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- > "How Reasonable is That Accommodation? Case Studies Evaluating the Reasonableness of Workplace Accommodations Under the Americans With Disabilities Act." *The Federal Lawyer*, 2019
- > Employment Law Landscape 2019 – January 29, 2019 for Marsh & McLennan Agency
- > Identifying and Interrupting Bias in the Workplace – December 2018 for a client
- > City Inspections of Rental Units: a CLE Webinar for Lawyers and City Inspectors – March 7, 2018 at HOME Line
- > "Game Over for the New Overtime Rule?" *The Labouring Oar* (Winter 2017)
- > "New Decisions Evaluating the Reasonableness of Accommodations under the ADA." *The Labouring Oar* (Fall 2017)
- > "What L&E Attorneys Need to Know about the Trump Administration," *The Federal Lawyer* (July 2017)
- > Paid Sick and Safe Leave in Minneapolis - May 2, 2017 at Association of Legal Administrators, Minnesota Chapter
- > Minnesota's Medical Cannabis and Drug Testing Laws for Tribal Employers - April 21, 2017 at Lower Sioux Indian Community
- > Effective Management of Employees - April 4, 2017 for a client
- > Employment Law Roundtable - December 14, 2016 for a client
- > "Widening the Net of Discrimination Protection," *Minnesota Lawyer* (April 14, 2016)

## Awards & Recognition

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- > Rising Stars, Super Lawyers, 2018-2019

## After Hours

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Every year at the Minnesota State Fair, Ashleigh makes sure to order cheese curds, listen to live music at The Current's booth, pet the lambs at the Miracle of Life shed, and admire the political seed art.

## Ashleigh's Team

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- > Sarah Crippen, Attorney
- > Amy Conners, Attorney
- > Joel Schroeder, Attorney