



**Joseph U. Leonoro** | Member

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**LICENSURE** WV  
**EDUCATION** J.D. West Virginia University

Joe Leonoro focuses his practice in labor and employment law and has significant experience preparing cases for trial. Joe has represented companies in defense of claims involving state and federal employment laws. He works aggressively to tailor a strategy for each client's litigation needs. Joe also counsels employers, prior to litigation, in order to resolve labor and employment disputes they encounter.

## REPRESENTATIVE EXPERIENCE

Represented employers before the West Virginia Human Rights Commission in response to claims for age, disability, gender, race, national origin discrimination and retaliation

Represented employers in state and federal court in claims for discrimination and retaliation under the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, the West Virginia Workers' Compensation Act, the West Virginia Human Rights Act, the West Virginia Patient Safety Act, and Harless claims for retaliation

Sought injunctive relief and damages for violation of non-compete and non-solicitation agreements

Represented national companies, local businesses, non-profits, and government agencies in claims for breach of contract, deliberate intent, intentional infliction of emotional distress, malicious prosecution, false arrest, and invasion of privacy

Drafted employee policies and procedures, employment agreements, and independent contractor agreements

Counseled employers on all aspects of the employment relationships

Defended employers in wage-and-hour class actions, collective actions, and single-plaintiff claims under the Fair Labor Standards Act, West Virginia Wage Payment and Collection Act, and Prevailing Wage Act

Represented clients in the United States Court of Appeals for the Fourth Circuit and the Supreme Court of Appeals of West Virginia

Represented employers in arbitration proceedings before the American Arbitration Association and other tribunals

## WORK EXPERIENCE

**RECENT PUBLICATIONS / SPEAKING ENGAGEMENTS**

End of WHD's Self-Audit Program Bodes Ill for Employers

Expanded Unemployment Compensation Benefits and the CARES Act

THE DOL'S NEW PAYROLL AUDIT INDEPENDENT DETERMINATION PROGRAM

**MEMBERSHIPS AND AWARDS****PROFESSIONAL**

The Best Lawyers in America®

Member, American Inn of Courts

Board Member, Public Defender Corporation for the 13th Judicial Circuit (Kanawha County, WV)

Past President, Kanawha County Bar Association

Executive Article Selection Editor and Member of Executive Committee, West Virginia Law Review

The Order of the Coif, West Virginia University College of Law (2007)

CALI Excellence Award for highest grades in employment law, employment discrimination, business organizations, and criminal procedure

Graduated magna cum laude, Transylvania University (2004)

**INDUSTRY/CIVIC**

Safety, Health & Human Resources Committee, National Mining Association

Scholarship Review Committee, The Greater Kanawha Valley Foundation.

Generation Charleston, Charleston Area Alliance