

Courtney Leyes

Partner

Nashville/Memphis/Gulfport

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Email



Service Focus

- Class and Collective Actions
- Labor Relations
- Litigation and Trials
- Wage and Hour

Industry Focus

- Automotive Dealership
- Energy
- Hospitality
- Retail

Overview

Courtney Leyes is an attorney in the firm's Memphis, Nashville, and Gulfport offices. She represents employers nationwide, with a particular focus on employers of all sizes in North Mississippi and throughout Tennessee.

Courtney prefers to consider herself as a problem solver first and a lawyer second. In doing so, she values creating synergistic partnerships with each of her clients. She approaches problems based on the client's needs and with the passion and care as if it were her own organization. In doing so, Courtney works with clients on a number of preventive measures, including policy reviews and implementation, trainings on a variety of issues, including sensitivity training for your LGBTQIA employees, and various HR audits. Unfortunately, not all problems can be resolved on the front end, and sometimes an employee (or former employee) goes outside of the organization to a government agency or the court system to have the dispute resolved. During these times, employers can count on Courtney's experience in representing employers in litigation related to discrimination and harassment in the workplace and wage and hour issues.

In representing employers, Courtney does not take a “one-size-fits-all” approach. Does the employer want to send a message or want a quick and judicious resolution? Courtney has experience with both as she has federal jury trial experience, having tried and won three employment discrimination cases on behalf of employers who desired to take a stand, and has resolved a number of cases to the satisfaction of the company, in part based on the good relationships Courtney has developed amongst her peers and adversaries. Evidence of this respect for Courtney comes in the form of the prestigious AV Preeminent rating Courtney received from her peers by Martindale-Hubbell – the highest distinction awarded by Martindale-Hubbell as well as being included as a Best Lawyer for 2021. She also has been listed in *Mid-South Super Lawyers – Rising Stars* since 2014 and was the recipient of the Memphis Business Journal’s 2017 Best of the Bar awards for Ace Associate.

Courtney is a frequent speaker and author on topics including gender diversity in the legal profession and evolving workplace protections of LGBTQIA employees.

Passionate and committed to the advancement of women in both the legal profession and the workplace, Courtney brings this commitment to the firm’s Women’s Initiative and Leadership Council. Additionally, Courtney works to promote female-owned businesses in the Memphis and Nashville communities and female professionals by hosting lunch and learns and other events.

Credentials

Education

- J.D., 2008, magna cum laude, University of Mississippi School of Law
- B.A., 2005, cum laude, University of Missouri

Bar Admissions

- District of Columbia
- Mississippi
- Missouri
- Tennessee

Court Admissions

- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Eastern District of Arkansas
- U.S. District Court for the Eastern District of Tennessee
- U.S. District Court for the Middle District of Tennessee
- U.S. District Court for the Northern District of Mississippi

- U.S. District Court for the Southern District of Mississippi
- U.S. District Court for the Western District of Arkansas
- U.S. District Court for the Western District of Tennessee

Recognitions

- Recognized in *The Best Lawyers in America* (2021-2025)
- Larry Dean Wilks Leadership Award Recipient, Tennessee Bar Association, 2022
- Winner of the Memphis Business Journal's 2017 Best of the Bar awards for Ace Associate
- Named, *Super Lawyer* - Mid-South since 2014

Affiliations

Professional Activities

- Co-Chair Nashville Bar Association's Employment and Civil Rights Committee, 2021-present
- Tennessee Bar Association's Leadership Law Class, 2022

Community Activities

- Mock Trial Facilitator for Delta Gamma Fraternity's Living Carefully Program (2015-present)

Insights

EVENT

05/06/25

From Boomers to Zoomers: Managing the Multigenerational Factory Floor

Courtney Leyes

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EVENT

04/17/25

Managing the Unmanageable: Workplace Accommodations Under the ADA

Colin P. Calvert, Courtney Leyes

[Read more →](#)

NEWS

04/09/25

Partners Co-Author Column for QSRs Looking to Hire Minors for the Summer

Courtney Leyes, Emily N. Litzinger

[Read more →](#)

NEWS

03/06/25

Partner Discusses DOL Child Labor Enforcement Under Trump

Courtney Leyes

[Read more →](#)

INSIGHTS

02/14/25

5 Ways to Support Employees in the Sandwich Generation Managing Child and Elder Care

Ilanit Fischler, Jennifer S. Kieseewetter, Courtney Leyes

[Read more →](#)

NEWS

01/29/25

Partners Conduct Q&A with Immigration Co-Chair on Expected Increase of Workplace Enforcement

Courtney Leyes, Emily N. Litzinger, Jocelyn Campanaro

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INSIGHTS

12/19/24

Labor Department Withdraws Onerous 80/20/30 Tip Credit Rule: 5 Practical Tips for Employers

Ted Boehm, Marty Heller, Courtney Leyes, Emily N. Litzinger

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EVENT

12/17/24

Serving Up Success: Navigating Employment Laws and the Changing Administration in the Hospitality Industry

Marty Heller, Courtney Leyes, Ted Boehm, Emily N. Litzinger

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INSIGHTS

11/01/24

Is “Glossing” in Your Workplace Hurting Employee Engagement? 5 Ways to Curb Toxic Positivity

Ilanit Fischler, Courtney Leyes

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PUBLICATION

10/22/24

Partners Co-Author Column on Considerations for QSRs During This Election Season

Courtney Leyes, Emily N. Litzinger

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