

PHILADELPHIA, PENNSYLVANIA
50 S 16th St.
22nd Floor
Philadelphia, PA 19102
P: 215.851.8437
F: 215.851.8383
lcottington@eckertseamans.com

Laura Cottington Walter

ASSOCIATE

Laura Cottington Walter focuses her practice on a broad range of labor and employment matters. Laura represents both public and private sector employers in employment issues, grievance arbitrations, and employment-related litigation in matters before federal and state courts as well as federal and state agencies. Laura has experience defending employers against discrimination and retaliation claims under Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Family and Medical Leave Act; wage and hour claims; claims under various state employment laws; and in whistleblower actions. Laura's diverse experience also includes litigating collective/class wage-and-hour claims under the Fair Labor Standards Act and state laws.

Laura also routinely navigates traditional labor matters, including representing management in election and unfair labor practice proceedings before the National Labor Relations Board, in collective bargaining, and in labor arbitrations. Along with her litigation work, Laura provides clients with day-to-day counseling on federal and state laws governing employment relationships, as well as drafting employment agreements, restrictive covenants, employee handbooks, and employer policies and procedures.

Before joining private practice, Laura served as a judicial intern to The Honorable Cathy Bissoon of the U.S. District Court (W.D. PA). She conducted legal research, prepared bench memoranda, drafted judicial opinions and court orders on a variety of civil and criminal cases, while observing and assisting the judge in courtroom proceedings and pretrial conferences.

PRACTICE AREAS:
Labor & Employment

STATE ADMISSIONS:
Pennsylvania

COURT ADMISSIONS:
U.S. District Court for the Western District of Pennsylvania

U.S. District Court for the Middle District of Pennsylvania

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

EDUCATION:
J.D., Case Western University School of Law, magna cum laude and Order of the Coif, 2020

B.S., Allegheny College, cum laude, 2016

AWARDS AND RECOGNITION

- Received a Best Lawyers: Ones To Watch recognition for Labor and Employment Law – Management, 2027
- Selected for inclusion in Pennsylvania Super Lawyers – *Rising Stars*, 2025 & 2026

NEWS AND INSIGHTS

PUBLICATIONS

- "FTC Proposed Rule Banning Noncompete Clauses," Eckert Seamans' Legal Update, February 6, 2023.
- "Conducting Strategic Discovery," co-authored for the ACBA

Lawyers Journal, November 2022.

- Editor, Health Matrix: The Journal of Law-Medicine, Case Western University School of Law

SPEAKING ENGAGEMENTS

- "Workplace Watch: Navigating the Tangle of Employee Leave Laws," co-presented at Eckert Seamans' 2026 Joel Lennen Legal Primer, August 6, 2026.
- "News You Can Use: Significant Legislative, Administrative and Judicial Developments," presented at Eckert Seamans' Human Resources Forum, April 30, 2026.
- "News You Can Use: Significant Legislative, Administrative and Judicial Developments," co-presented at Eckert Seamans' Human Resources Forum, May 5, 2025.
- "News You Can Use: A review of recent judicial, legislative, and regulatory developments of significance to employers," co-presented at Eckert Seamans' Human Resources Forum, May 15, 2024.
- "Future of Restrictive Covenants: FTC's Proposed Rule and State Law Developments," co-presented at Eckert Seamans' Human Resources Forum, April 26, 2023.