



Jennifer E. Will

Member • Co-chair, Labor and Employment

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Services and sector groups

- Labor and Employment
- Manufacturing, Warehousing, and Distribution
- Education
- Automotive Dealership

Jen represents employers exclusively and works with executives, in-house counsel, and human resources professionals to align their business goals with changing federal, state, and local labor and employment laws.

She guides clients in their risk assessment, helps develop labor strategies, and leads union negotiations. She regularly counsels business leaders across a multitude of industries on employment matters, including handling claims of harassment and discrimination, requests for leave and disability accommodations, hiring, restrictive covenants, wage and hour, discipline, and discharge. Jen conducts complex internal investigations for clients, provides training on a myriad of labor and employment topics, and helps non-union companies with positive employee relations strategies.

What clients say about Jen and the Labor and Employment Group

"Jen is a trusted advisor whose counsel extends well beyond employment law. She has an exceptional ability to navigate complex issues with sound legal judgment while demonstrating an appreciation for our institutional culture, enabling leaders to make practical, well-informed decisions. She is an invaluable strategic partner who consistently provides thoughtful, balanced counsel when it matters most."— Jennifer Bucher, Vice President for Operations

"I'm pleased to recommend Jen to anyone seeking trusted counsel on employment law matters. I've had the opportunity to work with her on a variety of employment issues, and her knowledge, practical judgment, and responsiveness always stand out. Jen has a strong ability to navigate complex legal questions while providing clear, pragmatic advice that supports sound business decisions. She is thoughtful, thorough, and focused on finding solutions that balance legal risk with operational realities. Beyond Jen's legal expertise, she is a true professional—collaborative, approachable, and someone you can rely on when timely guidance matters. I value the partnership we've built and would confidently recommend her to any organization looking for an experienced and trusted employment attorney."
Jennifer Miele, Chief Human Resources Officer

Education

- Widener University School of Law, J.D
- Dickinson College, B.A.

Admissions

- Pennsylvania
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania
- U.S. District Court for the Eastern District of Wisconsin
- U.S. Court of Appeals for the Third Circuit

Recognition

- The Best Lawyers in America®, 2022, 2024, 2025, 2026, 2027
- Lawyer of the Year®, Best Lawyers: 2024, 2026
- Lawyers on the Fast Track, 2014
- Forty Under 40, 2014
- YWCA Tribute to Women of Excellence Award Recipient, 2011

Professional and community involvement

- CommunityAid Board Member
- Pennsylvania Bar Association's Labor & Employment Law Council, past chair
- Pennsylvania Regional Ballet, past president
- Girl Scouts in the Heart of Pennsylvania, past Scholarship Committee member
- United Way Capital Region, Toqueville Society, Bridges Society Leader and Women's Leadership Circle
- Anne B. Anstine Excellence in Public Service Series, Class of 2014-2015
- MS Leadership Class of 2011