



Principal, Cincinnati

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Katharine C. Weber is a principal in the Cincinnati, Ohio, office of Jackson Lewis P.C. and co-leader of the firm's Disability, Leave and Health Management (DLHM) practice group. She has successfully assisted countless clients in handling their labor and employment issues in both Ohio and Kentucky.

## Practices

- Advice and Counsel
- Class Actions and Complex Litigation
- COVID-19
- Disability, Leave and Health Management
- Litigation
- Transportation
- Reductions-in-Force/WARN Act
- Restaurants
- Vaccine Mandate Litigation
- Wage and Hour
- Workplace Training
- Religious Accommodations
- Pregnant Workers Fairness Act and PUMP for Nursing Mothers Act
- LeaveSuite VIA JL
- Artificial Intelligence & Automation

## Education

- Salmon P. Chase College of Law, J.D. 1989
- University of Kentucky, B.B.A. 1986

## Admitted to Practice

- U.S. Supreme Court 1997
- 6th Circuit Court of Appeals 1993
- Indiana - N.D. Ind. 2013
- Indiana - S.D. Ind. 2013
- Kentucky - E.D. Ky. 1990
- Kentucky - W.D. Ky. 2004
- Ohio - N.D. Ohio 2014
- Ohio - S.D. Ohio 1989
- Kentucky 1990
- Ohio 1989

Katharine has experience litigating wrongful discharge cases; managing discrimination cases; negotiating collective bargaining agreements; representing employers before the Equal Employment Opportunity Commission and other federal, Ohio and Kentucky agencies; advising management on employment relations; drafting employee handbooks; and negotiating severance agreements.

Katharine regularly advises clients on wage and hour issues. Over the past five years she has served as lead counsel on various wage and hour class and collective actions filed in both Ohio and Kentucky involving claims of misclassification, off the clock work, and other violations for which the plaintiffs claimed to be owed substantial overtime.

Additionally, Katharine is extremely knowledgeable in the area of the Americans with Disabilities Act, and the Family and Medical Leave Act, and brings sophisticated, yet easy to understand advice on handling and defending against sexual harassment claims. From helping clients analyze options and making recommendations on how to handle employee relations issues, to representing clients in complex discrimination cases, Katharine always provides creative solutions and passionate advocacy for her clients. She is also very involved in the transportation industry and has successfully litigated several cutting-edge employment law cases which have been of great benefit to transportation industry employers.

In addition to her counseling and litigation duties, Katharine frequently provides on-site training seminars for employers on how to formulate and enforce effective personnel policies to avoid and minimize employee lawsuits. She has presented seminars and mock trials involving labor and employment law at a host of local, state, and national conferences where she receives kudos for her engaging and entertaining presentations. Katharine has served numerous times as a guest faculty speaker for Denver University Sturm College of Law, lecturing on labor and employment law in the transportation industry.

Katharine has appeared numerous times as a guest on the nationally syndicated radio talk show, "The Bill Cunningham Show," and the Cincinnati radio talk show, "The Mike McConnell Show."

Katharine's extensive knowledge and expertise in the areas of labor and employment law and transportation law have led to her publishing articles in the *Kentucky Bench and Bar Magazine* and the Kentucky Motor Transportation Association monthly newsletter and magazine.

## Honors and Recognitions

- *The Best Lawyers in America*®, “Employment Law – Management” (2019–present) and “Litigation – Labor and Employment” (2018–present)
- *The Best Lawyers in America*®, “Lawyer of the Year: Employment Law – Management” (2024)
- *Ohio Super Lawyers*®, “Super Lawyers” (2004–2007, 2009–present)

## Pro Bono and Community Involvement

- Cincinnati Area Senior Services, Inc., Board of Directors
- Girl Scouts, pro bono advice and counsel
- Susan G. Komen Foundation, pro bono advice and counsel