



(She/Her)

Principal, Sacramento

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## Practices

- National Compliance and Multi-State Solutions
- Hospitality
- Hotels
- Labor Relations
- Employment Litigation
- Technology
- Workplace Training
- Higher Education
- Construction
- Real Estate
- Manufacturing
- Retail

## Education

- Hofstra University Maurice A. Deane School of Law, J.D. 2011
- Santa Clara University, B.S. 2008

## Admitted to Practice

- California - N.D. Cal. 2018
- New York - E.D. N.Y. 2013
- New York - N.D. N.Y. 2013
- New York - S.D. N.Y. 2013
- New York - W.D. N.Y. 2014
- California 2016
- New York 2012

Kaitlyn L. Lavaroni is a principal in the Sacramento, California, office of Jackson Lewis P.C. Her practice focuses on representing employers in workplace law matters, including preventive advice and counsel. She practices before the National Labor Relations Board, and state and federal agencies and courts.

Kaitlyn has defended companies against unfair labor practice charges and litigation brought by labor unions before the National Labor Relations Board (NLRB) and in labor arbitrations. She has provided advice to employers faced with union organizing efforts. Kaitlyn also counsels employers on the interpretation and administration of collective bargaining agreements.

Beyond traditional labor matters, Kaitlyn has advised and represented employers in numerous aspects of employment law, including discipline and termination, discrimination, retaliation, sexual harassment, recruitment and hiring, due process, compliance, preventive practice, and wage-and-hour issues. She also conducts audits of policies and programs, revises employee handbooks, conducts workplace investigations, and performs education and training seminars.

Prior to joining Jackson Lewis, she worked at a midsize law firm in New York where she represented insurance carriers in connection with an array of insurance coverage issues.

While attending law school, Kaitlyn was the articles editor of the *Hofstra Law Review* and participated in the Duberstein Bankruptcy Law Moot Court Competition. In addition, Kaitlyn was awarded the Federal Bar Council Cornelius W. Wickersham, Jr. Award for excellence in Constitutional Law, the Hofstra Law Review Vol. 39 Kenneth S. Horton Award of Excellence, and the Hofstra University School of Law Citation of Excellence in Constitutional Law.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Litigation – Labor and Employment" (2024-present)
- *California Super Lawyers*®, "Rising Stars" (2022-present)

## Pro Bono and Community Involvement

- Voluntary Legal Services Program of Northern California, Volunteer Attorney