



Katharine C. Weber

Principal
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Practices

Disability, Leave and
Health Management
Litigation
Advice and Counsel

Services

COVID-19
Reductions-in-
Force/WARN Act
Transactional Services
OSHA's COVID-19
Vaccination and Testing
Emergency Temporary
Standard

Industries

Transportation

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

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.

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.

- Ohio - S.D. Ohio, 1989
- Kentucky, 1990
- Ohio, 1989

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law - Management" and "Litigation - Labor and Employment" (2018-present)
- *Super Lawyers*®, "Super Lawyer" (2004-2007, 2009-2021)

Professional Associations and Activities

- American Bar Association
- Cincinnati Bar Association
- Employers Resource Association, Former Chairman of the Board of Directors
- Kentucky Bar Association
- North American Transportation Employee Relations Association, Board of Directors Member, Past National Chairman
- Northern Kentucky Bar Association
- Ohio Bar Association
- Society for Human Resource Management
- Transportation Lawyers Association

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