

## Katherine Koop Irwin

**Employment and labor law attorney, professional speaker and corporate trainer, who has defended employers in litigation and counseled and helped employers, HR professionals, in-house attorneys and managerial employees on how to avoid employment law issues while focusing on their business goals.**



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### SHAREHOLDER

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Kate's practice consists of general civil litigation with an emphasis on commercial and employment litigation. She regularly represents and advises employers in a broad range of employment issues including gender, race, age, national origin and citizenship discrimination under state and federal laws as well as unemployment compensation, family and medical leave, overtime regulations and Americans with Disabilities Act (ADA) issues. In addition to the foregoing litigation-oriented work, Kate also serves clients in traditional areas of labor and employment law including the negotiation of collective bargaining agreements and the provision of general advice on matters of hiring, conditions of employment and employment termination, including negotiating reductions in force.

She regularly represents manufacturers, health care providers, utilities, municipalities, banks, insurance companies, small businesses and executives.

### Representative Experience

- Defended clients in federal employment discrimination cases, including having numerous cases and claims dismissed at the Motion to Dismiss or Summary Judgment stages.
- Resolved government agency investigations
- Negotiated union contracts
- Audited wage and hour pay practices/procedures
- Revised employment handbooks
- Conducted workplace harassment investigations
- Trained management and supervisors on employment law compliance
- Drafted and enforced non-competition and other employment agreements
- Given strategic advice on employment practices and philosophies
- Handled workers' compensation and unemployment compensation hearings
- Provided guidance on day-to-day personnel matters such as FMLA situations, employee disciplines and discharges

### Practice Areas

- Commercial Litigation
- Healthcare
- Higher Education
- Labor & Employment
- Long Term Care
- Manufacturing
- Medical Marijuana

### Professional + Community Affiliations

- Allegheny County Bar Association, Member, Women's and Young Lawyers Divisions
- Pennsylvania Bar Association, Member
- American Bar Association, Member

## Education

- Duquesne University School of Law (JD, *magna cum laude*)
  - Managing Editor of *Duquesne Law Review*
  - Chair of the Women's Law Association-Woman of the Year Award
  - Moot Court
  - Certificate of study in Chinese Law while attending the Chinese University of Political Science and Law in Beijing, People's Republic of China
- University of Pittsburgh (BA, *magna cum laude*)
  - Political Science
  - Legal Studies
  - German Language

## Bar Admissions

- Pennsylvania

## Languages

- German