



Contact

**Kathleen M.  
McKenna**

**Partner**

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Kathleen M. McKenna is a partner in the Labor & Employment Law Department. With a formidable track record for success in major employment matters, she has extensive experience litigating employment disputes of all types, including defending employers against claims alleging all forms of discrimination, sexual harassment, retaliation, wrongful discharge, wage and hour and breach of contract as well as conducting high-profile investigations. Her clients include major multi-national businesses, such as television networks, pharmaceutical companies, international retailers and law firms.

Adept at counseling clients at every turn of the litigation process, Kathleen employs a creative mix of litigation experience and business acumen to determine which cases should be litigated in court, which should be resolved in some alternative forum and which can and should be settled. While she is regularly successful on her clients' behalf through negotiation and dispositive motions, she possesses significant jury trial experience, and is well-versed in all forms of alternate dispute resolution.

Kathleen is regularly called upon to support clients with strategies, counseling and training to help them avoid litigation and government investigations, and provides practical advice on all workplace-related issues to today's top employers. These topics include employee discharge and discipline, reductions in force, employment policies and procedures, and compliance with federal, state and local employment

laws.

Kathleen also has significant experience dealing with traditional labor matters. She has litigated the full range of labor proceedings and has served as the chief spokesperson or advisor in numerous collective bargaining negotiations. She also has advised management on National Labor Relations Act issues, including union organizing campaigns and representation elections, strikes, picketing, plant closings and work transfers, and purchase and acquisition issues.

Kathleen is a member of the College of Labor & Employment Lawyers. She is also a sought after lecturer on labor and employment issues.

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#### Practices

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Employment Litigation, Workplace Investigations, Discrimination, Harassment & Title VII, Trials, Class & Collective Actions, Employment Counseling, Training & Pay Equity, Reductions In Force, Hiring & Terminations, Disability, Accommodations & Leave Management, Transactions and Corporate Change, Higher Education and Title IX, Labor Management Relations

#### Market Solutions

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Corporate Governance

#### Education

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Boston College Law School, J.D.

St. Peter's College, B.A.

*summa cum laude*

#### Admissions & Qualifications

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New Jersey

New York

#### Court Admissions

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U.S. District Court, New York, Western District

U.S. Court of Appeals, Fourth Circuit

Supreme Court of the United States  
U.S. Court of Appeals, Second Circuit  
U.S. Court of Appeals, Third Circuit  
U.S. Court of Appeals, Seventh Circuit  
U.S. District Court, New Jersey  
U.S. District Court, New York, Eastern District  
U.S. District Court, New York, Northern District  
U.S. District Court, New York, Southern District

#### Memberships

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American Bar Association (Law and Employment Law Section, Litigation Law Section)  
New York State Bar Association (Labor and Employment Law Section)  
New Jersey State Bar Association (Labor and Employment Law Section)  
College of Labor & Employment Lawyers

#### Awards & Recognition

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Best Lawyers in America Lawyer of the Year, Litigation - Labor and Employment, New York City 2018, 2025  
Best Lawyers in America 2005-2025  
Lawdragon 500 Leading U.S. Corporate Employment Lawyers 2020-2025  
Acritas Star Lawyer 2019-2021  
Chambers USA: New York: Labor & Employment 2007-2022 (Star Individual 2023-2024)  
Chambers Global: USA: Labor & Employment 2019-2022  
Chambers Global: USA: Labor & Employment: Star Individual, 2023  
Top 50 Female New York Super Lawyers 2010-2014  
Top 100 New York Super Lawyers 2012-2014  
New York Super Lawyers 2010-2022  
New York Law Journal Distinguished Leader 2018  
The International Who's Who of Management Labour & Employment Lawyers 2012-2013  
Fellow, College of Labor and Employment Lawyers  
The Legal 500 United States: Labor & Employment: Workplace & Employment Counseling 2009-2010, 2013-2022  
The Legal 500 United States: Labor & Employment: Labor & Employment Litigation 2011-2013, 2017-2019  
The Legal 500 United States: Labor & Employment: Labor and Employment Disputes

(including Collective Actions): Defense 2019-2021

Benchmark Litigation Labor & Employment Stars 2019, 2024

“Top 50 Women,” New York Metro Super Lawyers, 2019