BOND SCHOENECK & KING ATTORNEYS

Katherine S. McClung

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Profile

Kate is a labor and employment law attorney who counsels employers in a wide variety of labor and employment law matters, including addressing wage and hour issues, responding to claims of employment discrimination, harassment, and retaliation, and enforcing restrictive covenant agreements.

Kate regularly handles class actions and individual litigation in state and federal courts and administrative claims before state and federal government agencies.

Prior to joining Bond, Kate worked at Skadden, Arps, Slate, Meagher & Flom LLP in New York City.

Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment, 2019-2024 (listed for more than 5 years)
  - *New York Super Lawyers*®, Employment & Labor, 2018-2023
    - Upstate New York Rising Star, Employment & Labor, 2015
  - *The Daily Record,* Power 20 List, Labor and Employment Law, 2022-2023
- ATHENA International Young Professional Award Finalist, Greater Rochester Chamber of Commerce, 2022
- Employment Law Trailblazer Award, *National Law Journal,* 2020
  - One of only 25 attorneys selected nationwide for this award
- Excellence in Law: Top Women in Law, *The Daily Record,* 2020
- Women of Excellence, *Rochester Business Journal,* 2018
- New York State Bar Association, Empire State Counsel Honoree, 2013-2015
- Forty Under 40 Award, *Rochester Business Journal,* 2014
- Skadden Distinguished Pro Bono Publico Service Award, 2009
- Women's Bar Association of the State of New York, Rochester Delegate, 2014-2016
- Greater Rochester Association for Women Attorneys, Board of Directors, 2014-2016; Chair of the Women's Connections Committee, 2018-2019

Education

- New York University School of Law (J.D. 2004)
- University of Rochester (B.A. 2000)

Bar/Court Admissions

- New York
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Western District of New York

Practices

- Manufacturing
- Labor and Employment
- Hospitality and Tourism
- Litigation
- Class and Collective Action Litigation

- Monroe County Bar Association
- New York State Bar Association

Representative Publications

- Quoted in "#MeToo is changing HR approach," *The Daily Record,* March 21, 2018
- Quoted in "Major changes for OT - New federal rules to affect most employers," *Rochester Business Journal,* May 20, 2016
- "How Protected is Your Business From Social Media Litigation," *Rochester Business Journal,* June 16, 2014
- "Crime and Punishment: Avoiding Punishment for Inquiries into Criminal Convictions and Arrests," *Rochester Business Alliance,* May/June 2014
- "HR Connection: Court Rules On Time Spent Donning, Doffing Gear," *NY Daily Record,* February 4, 2014

Representative Presentations

- Employee Handbooks: Updates, Best Practices and Tips, Greater Rochester Chamber, March 15, 2023
- Navigating the Myriad of Leave Laws, NHRA-SHRM Annual Legal Update, February 15, 2023
- Panelist, "Independent Contractor vs. Employee Tests," Law Firm Alliance Labor & Employment Conference, February 3, 2023
- Leadership Series: Labor and Employment Law Webinar, Rochester Business Journal, February 10, 2022
- Navigating Vaccines & Exemptions, NHRA-SHRM Legal Update, February 8, 2022
- Employee Handbooks: Avoiding Common DEI Mistakes, Greater Rochester Chamber of Commerce, June 11, 2021

Community Involvement

- ABVI Development Advisory, Former Committee Member
- American Heart Association, Volunteer
- American Red Cross, Greater Rochester Chapter, Former Board Member
- Former Member and Former Chair of Response & Resiliency Committee
- Crisis Communication, Erie Shore Landing, Committee Member
- Crisis Communication, The Wayne ARC, Committee Member
- National Human Resources Association, Rochester Affiliate, Advisor
- Young Women's College Prep Charter School of Rochester, Former Audit Committee Member
- Odyssey of the Mind, Coach