



Caitlyn C. O'Neill

Overview

Caitlyn O'Neill focuses her practice on employment and labor law and commercial litigation. She represents management in all areas of employment litigation including discrimination, harassment, retaliation, and wage and hour violations. Ms. O'Neill advises and defends businesses against claims to mitigate risk in alleged matters of sexual harassment, employment discrimination, wrongful discharge, and retaliation.

Ms. O'Neill helps businesses avoid interruptions by resolving disputes that arise between business partners or corporate directors. She is well-versed in protecting the rights of business owners and represents employers in cases alleging violations of the Fair Labor Standards Act (FLSA), New York Labor Law, New York State and New York City Human Rights Laws, the (FMLA) Family Medical Leave Act, and claims arising out of Title VII of the Civil Rights Act.

She also advises clients on matters involving restrictive covenants and shareholder and member disputes. Ms. O'Neill practices in both state and federal courts in all phases of litigation. She defends clients in matters relating to the Americans with Disabilities Act (ADA), including workplace accommodation and discrimination claims.

Ms. O'Neill utilizes the investigative skills she previously developed in criminal case work. Prior to joining the Firm, she was an Assistant District Attorney in the Office of the Bronx District Attorney where she prosecuted hundreds of criminal matters ranging from misdemeanors to violent felony offenses.

Admissions

- New York
- U.S. District Court
 - Eastern District of New York
 - Southern District of New York

Education

- St. John's University School of Law, J.D.
- Manhattan College, B.S.

Publications



Attorney

Contact Information

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Related Practices

- Labor and Employment Law
- Wage & Hour/Fair Labor Standards Act (FLSA)
- ADA
- Equal Pay Act
- Personnel Policies, Employment Agreements, Restrictive Covenants
- Employment Practices Defense Litigation
- Commercial Litigation
- Shareholder and Partnership Disputes

- Potential Changes to NYC's Employment Landscape via 'Secure Jobs Act,' New York Law Journal, authors Jennifer Sherven and Caitlyn O'Neill, 8-18-2023

News

- Law Alert: New Obligations for New York Employers, 10-23-2023
- Employer Update: New York State Labor Law 740 Posting Requirement
- OSHA Issues Rule Requiring Companies With 100 Or More Employees to Mandate COVID Vaccination or Weekly Testing as Condition of Employment, November 4, 2021
- KD Alert: OSHA Recommends Employers Consider Adopting COVID-19 Vaccination Policies