



Katherine S. Catlos

Overview

Katherine Catlos represents businesses in a broad range of employment law matters, privacy law, directors & officers liability, and commercial litigation. She represents clients regularly before state and federal courts throughout California, as well as before numerous administrative agencies, including the EEOC, DFEH, California Labor Commissioner's Office, DOL, DOJ, and NLRB.

Ms. Catlos' employment law practice includes defending employers in Equal Pay Act claims, class actions, and collective Private Attorneys General Act (PAGA) actions, as well as Occupational Safety and Health Administration-based PAGA claims. She assists clients with audits relating to joint employment, independent contractor, and exemption issues. She has successfully represented employers in the education and housing sectors, the hotel industry, and in claims involving the Migrant and Seasonal Agricultural Worker Protection Act. She also defends clients against ADA Title III access claims, including both web access and structural access claims.

Ms. Catlos is a member of Kaufman Dolowich's Data Privacy and Security Group, which assists clients with compliance issues relating to current and emerging privacy laws, including the California Consumer Privacy Act (CCPA). A Certified Information Privacy Professional/US, Ms. Catlos helps clients develop and draft privacy and security policies, conducts compliance training for employees, and provides valuable legal counsel during audits and in litigation.

In representing companies, homeowner associations, private clubs, and social groups, Ms. Catlos has successfully defeated cases via anti-SLAPP motions (alleging a meritless attack on constitutionally-protected speech), dismissal motions, and on appeal.

In March 2019, Ms. Catlos was appointed as the firm's first Chief Diversity & Inclusion Officer. A position she is proud to hold, her role is focused on many goals, including enhancing leadership opportunities for Kaufman Dolowich, lawyers, promoting a culture of diversity, attorney engagement and teamwork among the firm's various offices, and drafting and implementing policies, best practices, and protocols to achieve and maintain Mansfield Rule Certification.

A published author, Ms. Catlos regularly contributes to publications including Law360, SHRM, the International Risk Management Institute's Employment Practices Liability Journal, the Defense Research Institute's newsletter, the American Bar Association Tort & Insurance Practice Section Employer-Employee Relations Committee Newsletter, San Francisco Attorney Magazine and The Daily Journal. In addition, she is frequently invited to speak to human resource directors and various employer groups regarding employment law and privacy issues.

Admissions



Partner
Chief Diversity & Inclusion Officer
 CIPP/US, CIPM

Contact Information

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Related Practices

- Labor and Employment Law
- Directors and Officers (D&O)
- Class & Collective Action Defense
- Personnel Policies, Employment Agreements, Restrictive Covenants
- Employment Practices Defense Litigation
- Wage & Hour Compliance
- Data Privacy
- Homeowners' Associations
- Sharing Economy Legal Services
- Data Privacy & Cybersecurity
- Cannabis Law

- California
- U.S. District Court
 - Eastern District of California
 - Northern District of California
 - Southern District of California
 - Central District of California

Education

- University of San Francisco – J.D.
 - Public Interest Scholar
- University of California, Berkeley – B.A.

Professional Memberships

- Board of the Earl Warren Inn of Court, 2022-2023
- Future of Diversity, Equity and Inclusion, HR.com, 2022 Advisory Board
- Mansfield Rule 2022 Advisory Board
- IAPP Publications Advisory Board - Member (2020)
- IAPP Certified Information Privacy Manager (CIPM)
- Certified Information Privacy Professional / US (CIPP/US)
- The Edward J. McFetridge American Inn of Court
- The Earl Warren American Inn of Court
- Professional Liability Underwriting Society (PLUS) Northern California Chapter, Previous Chair of the 2015 Steering Committee
- Italian American Bar Association of Northern California
- Tenderloin Neighborhood Development Corporation, Advisor and Former Board Member

Publications

- Recent Court Decisions Create Ambiguity Over California CCP 998 Cost-Shifting Statute, by Katherine S. Catlos, Esq. and Heather L. Caughron, Esq., 3-19-2024
- New California Employment Law Increases Risk of Retaliation Claims, by Katherine Catlos, Esq.
- Expanded Paid Sick Days for California Workers Under New Legislation, by Katherine Catlos, Esq., and Christine Starkie, Esq. 10-25-2023
- Ruling Makes ADA Visual Web Access Claims A Bit Clearer, DAILY JOURNAL, written by Katherine Catlos, Esq., October 7, 2021
- COVID-19 pandemic reveals challenges involving ADA accommodations, HR Dive
- Gig Work, Contractor Status Land on EEOC's Anti-Bias Radar, Bloomberg Law, ft. Katherine Catlos
- Airline Not Liable for Heightened PAGA Fines in California Wage Case, SHRM, ft. Katherine Catlos
- California Courts Grapple With Proposition 22's Gig Fallout, Bloomberg Law, ft. Katherine Catlos

- *Understanding Cal/OSHA's COVID-19 Exclusion-Pay Mandate, SHRM*
- *Gig Firms Expected to Push California Law to Other States, Business Insurance, ft. Katherine Catlos*
- *California Voters Approve Gig Drivers' Independent-Contractor Status, SHRM, ft. Katherine Catlos*
- *States vote 'yes' on marijuana, paid leave in meaningful election for HR, HR Dive, ft. Katherine Catlos*
- *Uber, Lyft Legal Blow Widens Door For Labor Law Challenges, Bloomberg Law, ft. Katherine Catlos*
- *Franchise Model No Silver Bullet For Ride-Hailing Giants, Law360, ft. Katherine Catlos*
- *California Court Orders Uber and Lyft to Reclassify Drivers as Employees, SHRM, ft. Katherine Catlos*
- *California's Anti-SLAPP Heads Off a Federal §1983 Claim, The Recorder*
- *5 Tips for California Employers Facing COVID-19 Concerns, SHRM*
- *Mass Telework During Virus Pandemic Sets Stage for Wage Battles, Bloomberg Law, ft. Katherine Catlos*
- *Open Season for the CCPA, Corporate Compliance Insights*
- *Gig Workers Fight California's New Contractor Law, SHRM, ft. Katherine Catlos*
- *\$25M Award In Pay Stub Case Underscores PAGA Risks, Law360*
- *Mitigating the Impact of the CCPA, Corporate Compliance Insights*
- *Building a CCPA Tech Solution Costs Money—But There's Another Way, Legaltech News, ft. Katherine Catlos*
- *California Governor Approves Bill that Could Upend the Gig-Economy, SHRM, ft. Katherine Catlos*
- *KD and EC Wise To Collaborate on California Consumer Privacy Act Risk Mitigation Services for Clients*
- *California Employees Can't Seek Back Pay Under PAGA, SHRM, ft. Katherine Catlos*
- *California Companies Brace For Litigation After Labor Bill, Bloomberg, ft. Katherine Catlos*
- *Calif. Justices Set Low Bar For Website Bias Claims, Law360*
- *New Data Privacy Challenges for HR Executives, Daily Journal*
- *Gig Economy Firms Get Guidance on Employee vs. Contractor Status, Business Insurance, ft. Katherine Catlos*
- *9th Circuit: California's Strict Independent-Contractor Test Applies Retroactively, SHRM, ft. Katherine Catlos*
- *Press Release: Kaufman Dolowich Names Katherine Catlos Its First Chief Diversity & Inclusion Officer*
- *California Law Update: What Employers Need to Know About New Sexual Harassment Laws*
- *High Court Delivers an Epic Win To Employers, Daily Journal*
- *California Employers: Are You Complying with Final Pay Rules? SHRM ft. Katherine Catlos*
- *California Immigration Bill Creates Compliance Challenges, SHRM, ft. Katherine Catlos*
- *California Governor Approves Farmworker Overtime Bill, SHRM, ft. Katherine S. Catlos*
- *Shielding Calif. Employers From Labor Code Violations, Law360, by Katherine Catlos and Lauren Ziegler*
- *Pay Stub Violations No Longer a Payday Under PAGA, California HR, by Katherine Catlos and Lauren Ziegler*
- *Lifting those restrictions for pregnant employees: Accommodating pregnancy in the workplace, CRA's The Restaurant Standard*

- *Oakland Pushes Ahead With Progressive Wage-And-Hour, Law360*
- *KD Alert: Countdown to March 2, 2015: Oakland's New Sweeping Wage-and-Hour Law*
- *New EEOC Guidelines: Garb and Grooming in the Workplace, HL CONVERGE*
- *KD Alert: Beware The Box - Employers' Use of Criminal History Can Land Them in Hot Water*
- *KD Alert: Religious Garb and Grooming in the Workplace – New EEOC Guidelines*
- *Employers: make room for 'assistive animals,' Daily Journal*
- *Cyber Bullying Emerges as Workplace Problem (WorkWise, Modesto Bee)*

News

- *Arbitration Agreements - A Potential Salvo for PAGA Claims, by Katherine Catlos, Esq. and Kartikey Pradhan, Esq., 2-22-2024*
- *Non-Competes No More? Recent FTC Proposed Order May Prove Fatal to Employers Non-Compete Clauses, article by Katherine S. Catlos, Esq., and Regan M. Heslop, Esq., 1-30-2023*
- *California Governor Gavin Newsom Signs Bill Imposing Pay Transparency and Reporting Requirements on Employers, 10-11-22*
- *KD Alert: U.S. Supreme Court Issues Ruling that Employers Can Require Employees to Arbitrate their PAGA Claims, authors Marcus Dong, Esq., Katherine Catlos, Esq., June 23, 2022*
- *KD Noted as Leading Defense Law Firm in Americans with Disabilities Act Website Claims*
- *COVID-19 pandemic reveals challenges involving ADA accommodations, HR Dive*
- *Gig Work, Contractor Status Land on EEOC's Anti-Bias Radar, Bloomberg Law, ft. Katherine Catlos*
- *California Courts Grapple With Proposition 22's Gig Fallout, Bloomberg Law, ft. Katherine Catlos*
- *Understanding Cal/OSHA's COVID-19 Exclusion-Pay Mandate, SHRM*
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Speaking Engagements

- *Informal Discovery Conferences – New Discovery Rules for Civil Cases in Alameda Superior: Alameda County Local Rule 3.31*
- *Trending Employment Practices Perils & How to Mitigate That Risk Hosted by Katherine Catlos: Bender University Seminar: Trending Employment Practices Perils & How to Mitigate That Risk*
- *Join KD for APIW's Steering Group Gathering on August 24th: Co-Managing Partner*
- *Katherine Catlos, Moderator at PLUS Foundation's Women's Leadership Network*
- *Katherine Catlos, Speaking for the California Restaurant Association (CRA) at San Jose Restaurant University: Legal Seminar*
- *Webinar: Layoffs and Liability: Best Practices for Workforce Restructuring*
- *ACI's Women Leaders in Insurance Defense, Claims and Compliance: Relationship Building & Networking: An Interactive Discussion*
- *Employment Practices Liability Webinar: Employment Discrimination & Retaliation: Insuring, Managing, and Preventing Claims Seminar*
- *Katherine Catlos presenting at the Western States Surplus Lines Conference 2013: Hot Topics in Employment Law*
- *5th Annual National Employment Practices Liability Insurance ExecuSummit: How Defense Counsel and EPL Claims Handlers Can Work Together to Minimize Damages in Employment Case*

Join KDV for APIW's Steering Group Gathering on August 24th