Catherine F. Burgett

Partner

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Industries

Finance

Industrials

Manufacturing

Mobility

Multifamily Housing

Regional & Community Banks

Supply Chain

Practice Areas

Labor & Employment

Acquisitions & Divestitures

Collective Bargaining & Arbitrations

Construction

Employment Discrimination & Wrongful Termination

Franchise & Distribution

Health Care

Litigation

Private Equity & Venture

Public Finance

Public-Private Partnerships (P3)

Trade Secrets & Covenants Not to Compete

Union Avoidance / Campaigns

Workers' Compensation

Catherine serves as Vice Practice Group Leader of the firm's Labor & Employment Practice Group. She focuses her practice on the representation of both public and private employers in a broad range of labor and employment matters, including traditional labor work, employment litigation, breach of contract, and advising employers on a daily basis regarding employment issues. Catherine represents a wide variety of small, mid-size, and large employers, including those in the health care, manufacturing, logistics, technology, food service, construction, retail, and customer service industries, as well as, several public sector entities in Ohio and surrounding states.

Catherine's labor practice includes working with public and private sector clients to:

- improve labor relations
- resolve labor disputes
- create and assist with corporate campaigns and representation elections
- help organizations stay union-free
- handle unfair labor practice charges
- represent companies through the labor arbitration process
- negotiating collective bargaining agreements

Catherine's employment practice includes working with public and private entities regarding:

- conducting or assisting with internal investigations
- discipline and discharge issues

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- employment litigation
- wage and hour litigation
- discrimination, harassment, and retaliation investigations and litigation
- drafting and litigating employment contracts
- working with non-compete agreements
- creating and implementing corporate training programs
- advising and assisting companies in negotiating the WARN Act
- drafting and enforcing workplace policies

Catherine has represented companies in federal and state courts and before the Equal Employment Opportunity Commission, Ohio Civil Rights Commission, the National Labor Relations Board, among others.

Catherine also spends significant time working with her clients and advising on the many day-to-day issues that arise with employees and enjoys helping her clients successfully navigate the often-turbulent waters of human resources.

Catherine is a regular speaker on labor and employment and human resources topics, including discrimination and harassment issues, the Family Medical Leave Act, wage and hour laws, the national labor relations act, public records requests, and best employment practices. She also provides ongoing education and training to many clients, which allows employers and their staff to identify and address human resources concerns with confidence.

When not practicing law, Catherine loves spending time with her husband and daughter, working her way through her “to-be-read” stack of books, and baking bread and pastries. She also enjoys serving as a Board member for Communities in Schools of Central Ohio and COLERA, as the Co-Chair of the FBT Gibbons Columbus Office Charity Committee, and as a Trustee for the Robbins Hunter Museum/Avery-Downer House in Granville, Ohio.

Other Info About Catherine

Experience

Obtained jury verdict for employer in multiple workers' compensation trials.

Obtained dismissal for employer in case of first impression in Ohio state court construing wage statute.

Negotiated nuisance value settlement in a case where the plaintiff had previously demanded a six figure settlement after discovery revealed adverse facts.

Successfully arbitrated contract interpretation labor dispute.

Successfully arbitrated multiple discipline and discharge arbitrations.

Successfully negotiated settlements between the parties with the Equal Employment Opportunity Commission.

Argued issue of first impression before the U.S. Court of Appeals for the Tenth District on novel issue of law.

Education

College of William & Mary School of Law, J.D., 2007
Order of the Coif
Recipient of the Gambrell Professionalism Award

College of William & Mary, M.B.A., 2007

Denison University, B.A., Political Science, 1998

Courts

United States District Court for the Southern District of Ohio, 2007

Ohio Supreme Court, 2007

United States District Court for the Northern District of Ohio, 2008

Recognition

Ohio Super Lawyers Rising Stars®, 2011, 2012

Selected to *Columbus CEO*'s 2025 Top Lawyers list, Labor and Employment

Named to Columbus Business First 40 under 40, 2015

Graduate of Leadership Columbus, 2015

Professional Affiliations

International Association of Defense Counsel, Member, 2025

OSBA Fellow, 2015

Ohio State Bar Association, 2007

Columbus Bar Association, 2007

American Bar Association, 2007

Civic Activities

Founder, Student Leadership Institute at Mifflin Middle School

Board Member, Cancer Support Community Central Ohio

Firm Committees

Partner Personnel Committee, Member

Ethics Committee, former Member

Associate Personnel Committee, former Member

Major Publications

"NLRB Kicks Workplace Civility, Consistent Treatment, and EEO Laws to the Curb," Co-author, *Employee Benefit Plan Review*, May 2023

"Unlocking America – Legal Keys to Business Success in the United States," Co-author

"The Practitioner's Guide to Defense of EPL Claims, Third Edition," Co-author

"Recent Developments in Employment Law and Litigation," Co-author, *Tort Trial & Insurance Practice Law Journal*, Fall 2012

Featured Articles

Labor Contract Bill Would Introduce Sweeping Risks for Companies

House Passes the Faster Labor Contracts Act: Government-Mandated Labor Contracts

President Trump Issues New DEI-related Obligations for Federal Contractors and Subcontractors

EEOC Provides Welcome Clarity on Telework Requests and Accommodations

Third-Party Harassment Claims Require Intent in the Sixth Circuit

What You Can Do: Improving Access, Engagement, and Opportunity in the Transportation Sector

Supreme Court Rejects Requirement That Majority-Group Plaintiffs Meet a Heightened Standard to Bring Title VII Claims

EEOC Lectures Employers About Unlawful DEI-Related Discrimination

NLRB Continues Assault on Employers' Free Speech Rights: Bans Mandatory Captive-Audience Meetings

NLRB Limits Employers' Right to Inform Employees About the Negative Impact of Unionization on the Employer/Employee Relationship

U.S. Supreme Court 2023-24 Term: Key Decisions and Industry Impact

Supreme Court Overrules the 'Chevron Doctrine' and Changes the Face of Federal Regulatory and Administrative Law

DOL Raises the Salaried Exempt Threshold

NLRB Gives Historic Boost to Union Organizing

NLRB's New Standard: Work Rules and Policies Are Unlawful if They 'Could' Be Interpreted to Have a Coercive Meaning

U.S. Courts Redefine Religious Rights in the Workplace

NLRB Makes It Easier to Reclassify Independent Contractors as Employees

NLRB General Counsel Continues Her Attempted Erosion of Employer 'Rights': Considers Most Non-Compete Agreements Unlawful

NLRB Kicks Workplace Civility, Consistent Treatment, and EEO Laws to the Curb

NLRB Issues Aggressive Guidance on Severance Agreement Language

NLRB Changes Course About Legality of Non-disparagement and Confidentiality Clauses in Severance Agreements Given to Section 7 Employees

Consequences of the NLRB's Proposed New "Joint Employer" Rule

EEOC Changes Position on COVID-19 Testing and Clarifies Other Protocols

U.S. Department of Education Releases Proposed Changes to Title IX Regulations

NLRB Action Against Starbucks Signals Increased Union Risk for All Employers

Union Organizing Petitions Up 57%: What Does This Mean for Employers?

OSHA Set to Withdraw Vaccine-or-Test Mandate

CMS Vaccine Mandate Moves Forward Nationwide

Employers Rejoice! Supreme Court Stays OSHA's Vaccine-or-Test Mandate

Federal Contractor Vaccine Mandate Remains Blocked in Kentucky, Ohio, and Tennessee

Despite Fifth Circuit Decision, CMS Vaccine Mandate Remains Stayed in 24 States

OSHA Sets New Compliance Deadlines in Response to Sixth Circuit Decision Dissolving Stay on OSHA Vaccine-or-Test Mandate

CMS Suspends Enforcement of Vaccine Mandate in Response to Court-Ordered Injunctions

Federal Court Blocks Enforcement of Federal Contractor Vaccine Mandate Nationwide

Enforcement of CMS Vaccine Mandate Blocked Nationwide

Federal Court Blocks Enforcement of Federal Contractor Vaccine Mandate in Kentucky, Ohio, and Tennessee

Must State and Local Governments Follow OSHA's Vaccine and Testing Mandate?

OSHA Releases COVID-19 Vaccination and Testing Emergency Temporary Standard

Conflicting Orders: Can State Laws Thwart Federal Vaccine Mandates?

Mandatory Vaccines Update: OSHA Sends Draft ETS to White House

Biden Bombshell: Employers With 100+ Employees Must Require COVID-19 Vaccinations or Weekly Tests

Maintaining Employee Medical Information and COVID-19

Life Moves Closer to "Normal" for Fully Vaccinated Individuals in Ohio

DOL Updates FFCRA Guidance

The NLRB Under the Biden Administration

OSHA Reiterates Stance on Cloth Face Coverings and PPE

Being Unbiased is Everyone's Job: Sixth Circuit Upholds Termination of Public Employee for Her Out-of-Work, Public Social Media Post

DOL Responds to NY Federal Court FFCRA Decision

NY Federal Court Voids Certain FFCRA Regulations

Employment Litigation | After COVID Webinar Series

Ohio to Reopen with its Responsible RestartOhio Program

EEOC Updates COVID-19 Guidance

Expanded Unemployment Assistance Under the CARES Act

Employer Update: DOL Paid Sick and Family Leave Guidance

Employer Update: Amended "Families First Coronavirus Response Act" Signed into Law

Board Vacates Hy-Brand – puts Browning-Ferris Joint Employment Standard Back in Play

Congress Authorizes Federal Cause of Action for Trade Secret Misappropriation

Department of Labor Issues Broad "Joint Employment" Guidance

FMLA Leave Coverage Extends to All Same-Sex Spouses

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