



Catherine A. Karczmarczyk

Associate

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Catie Karczmarczyk is a labor and employment lawyer who counsels employers in matters ranging from workers' compensation and employee leave to harassment and discrimination investigations.

Ms. Karczmarczyk is a member of the Firm's Labor & Employment Group. As an employment litigator who counsels employers on a broad spectrum of matters ranging from workers' compensation and employee leave to harassment and discrimination investigations, she regularly appears before state, federal and administrative courts.

Ms. Karczmarczyk defends clients facing compliance issues related to the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA) and the Americans with Disabilities Act (ADA), as well as Title VII matters related to gender and sexual orientation. She advises clients on wrongful discharge, retaliation, workplace harassment, non-competition and non-solicitation agreements, and hiring and discipline matters. She has successfully represented employers and obtained dismissals at the U.S. Equal Employment Opportunity Commission (EEOC) and the Tennessee Human Rights Commission.

Ms. Karczmarczyk provides consulting services to human resources professionals on day-to-day operational issues and has extensive experience with the preparation of employee handbooks, policies and affirmative action plans.

Using her skills to defend coal companies against claims filed under the Federal Black Lung Benefits Act, Ms. Karczmarczyk routinely appears before the U.S. Department of Labor and the Office of Administrative Law Judges. She also represents coal companies at the appellate level before the Benefits Review Board and the U.S. Court of Appeals. She has drafted affirmative action plans, prepared EEO-1 reports, conducted utilization analysis and prepared availability factor computation for clients in the coal industry.

In addition to her employment practice, Ms. Karczmarczyk is also a commercial litigator who represents clients in state and federal courts in a variety of business disputes, including property, product liability, negligence and contract disputes. Her clients range from individuals to small businesses to insurance companies.

Representative Matters

- Obtained a dismissal for a manufacturing client in a FMLA retaliation suit, affirmed by the U.S. Court of Appeals for the Eighth Circuit.
- Represented an employer in a federal class action lawsuit involving FLSA.
- Attained a non-suit against an electric utility client after successfully establishing its lack of negligence through deposition testimony and subpoenaed documents.
- Achieved a dismissal at the summary judgment stage for a food and beverage client in an age discrimination claim.
- Counseled clients across a range of industries through COVID-19 workplace issues, including compliance with the Families First Coronavirus Response Act, the ADA, and other laws.
- Drafted an affirmative action plan, prepared EEO-1 reports, counseled on categorization of employees, conducted a utilization analysis, and prepared an availability factor computation for a coal company.



Professional Honors & Activities

- Member – Virginia Bar Association
- Member – Virginia State Bar
- Member – Bristol Bar Association
- Member – Tennessee Bar Association
- Member – American Bar Association
- Member – Society for Human Resource Management



Publications

- "Workplace Discrimination Lawsuits: Juries Won't Blame AI, They'll Blame You," republished April 12, 2023, in *Westlaw* (March 2023)



Education

- George Washington University Law School, J.D., 2014, with honors
- University of Tennessee, B.A., 2010, summa cum laude



Admissions

- Tennessee, 2014
- Virginia, 2015
- U.S. District Court for the Eastern District of Tennessee
- U.S. District Court for the Eastern and Western Districts of Virginia
- U.S. Court of Appeals for the Fourth and Sixth Circuits