



Cassandra L. Horton*

Associate

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Cassandra Horton is an associate in the Firm's Baltimore office and a member of the Labor & Employment Group.

Cassandra's practice focuses on traditional labor law, investigations, and occupational safety and health issues in the workplace. She has experience partnering with clients in various industries, such as health care, hospitality, higher education, retail, manufacturing, and distribution. Cassandra's traditional labor experience includes advising and defending employers in labor arbitrations, litigation before the National Labor Relations Board, union organizing attempts, corporate campaigns, and labor relations training.

Cassandra also advises and counsels companies on general employment matters. Her employment practice includes conducting internal workplace investigations and responding to discrimination charges filed with federal and state human relations agencies.

Prior to becoming an attorney, Cassandra worked as a paralegal for a trade association in the Washington, D.C. metro area that advocated for the retail industry through public policy and in the judiciary by filing amicus briefs. In her role, she became passionate about management-side labor and employment defense and recognized the importance fostering trust and professional relationships with clients.

Cassandra worked full-time at the trade association and attended law school in the evening. While in law school, she was the senior articles editor of the Federal Communications Law Journal, and she was the evening student representative for the Black Law Students Association.



Professional Honors & Activities

- Named to National Black Lawyers® "Top 40 Under 40" (2022 – present)
- Member – District of Columbia Bar Association
- Member – National Bar Association



Publications

- "Congress Approves Resolution to Repeal National Labor Relations Board Joint Employer Regulations" (April 2024)
- "Federal Court Invalidates National Labor Relations Board Joint Employer Regulations" (March 2024)
- "NLRB Finds That Writing "BLM" on an Employee Uniform is Protected by the NLRA," republished March 14, 2024, in *Law360* (February 2024)
- "Joint Employer Joint Responsibility: NLRB Issues Final Joint Employer Rule," republished November 10, 2023, in *HR Daily Advisor* (October 2023)



Webinars

- Can We Agree to Disagree? Navigating Political Speech in an Election Year (April 2024)
- What the NLRB's New Joint Employer Regulations Mean for Your Business: A Panel Discussion (December 2023)



Education

- George Washington University Law School, J.D., 2018
- George Mason University, M.A., 2012
- Lincoln University of Missouri, B.S., 2009, magna cum laude



Admissions

- District of Columbia, 2021

** Baker Donelson professional admitted to the practice of law in the District of Columbia. Maryland bar application pending.*