Kathleen Donahue is an attorney and advisor who works with business owners and principals, human resources personnel, and in-house counsel on a variety of labor and employment issues. Among these are wage and hour defense and litigation, employment discrimination and harassment defense, counseling and policy review, and California and federal OSHA defense and compliance matters. Her clientele include construction industry general contractors and subcontractors, manufacturers, and local small businesses.

Kathleen’s practice is focused on consulting with clients to develop employee policies and provide advice tailored to their specific business practices and industry standards. Kathleen also litigates and is called upon to make strategic decisions and recommendations regarding a wide range of employee-employer disputes.

**WAGE AND HOUR DEFENSE AND LITIGATION**

The complex California and federal regulatory environments defining employer wage payment responsibilities challenge both business managers and human resources representatives alike. Whether drafting and enforcing effective policies or participating in the defense of individual or class-action lawsuits, Kathleen remains well-informed about the complicated, continually changing laws and regulations in the employment field. Her experience and up-front counsel help many clients avoid wage and hour disputes. When disputes do occur, Kathleen and our firm’s aggressive approach usually result in efficient, cost-effective dispute resolution.

**EMPLOYMENT DISCRIMINATION AND HARASSMENT DEFENSE**

Companies frequently struggle with such common employment issues as hiring and firing, employees with medical leave or special accommodation needs, and more.
Failure to navigate these matters properly can expose the company to possible discrimination or harassment claims or, worse, the need to defend costly lawsuits. Kathleen and her labor and employment colleagues have extensive knowledge of California and federal harassment and discrimination laws, as well as experience dealing with the Department of Fair Employment and Housing (DFEH) and the U.S. Equal Employment Opportunity Commission (EEOC). Kathleen can help you navigate these worrisome situations when they arise or strengthen your position when you are faced with a lawsuit.

**TRAINING, COUNSELING, POLICY REVIEW, AND EMPLOYEE AGREEMENTS**
The state and federal laws that exist to protect employees are abundant and the need to comply with these laws is critical. By actively tracking changes and other developments in the law, Kathleen provides valuable expertise to our clients. She works with company representatives to draft employee policies specifically tailored to each client’s business needs. Kathleen then trains them on how to effectively implement those policies to avoid potential lawsuits for non-compliance with the law. Protect your company by exploring the advantages of conducting a review of your employment and training policies today.

**CALIFORNIA AND FEDERAL OSHA DEFENSE AND COMPLIANCE**
General contractors and subcontractors, and general business managers and human resources executives in need of legal counsel experienced with OSHA compliance issues and defense should remember the name Finch, Thornton & Baird, LLP, as well as that of Kathleen Donahue. Together, we provide advice to clients to ensure their health and safety documentation and training procedures are fully Cal/OSHA and federal compliant. We also defend clients from citations and penalty assessments brought by Cal/OSHA and federal OSHA. And since any OSHA citations can have lasting repercussions — such as damaging a company’s qualifications to bid future jobs — our ability to successfully defeat or reduce the citations against your company is critical.

**EXPERIENCE**
- Employment discrimination, harassment, retaliation, and wrongful discharge litigation
- Wage and hour litigation, including meal, rest break, overtime, and class action, Private Attorneys General Act (PAGA), California Labor Code, and Fair Labor Standards Act (FLSA) claims
- State and federal prevailing wage cases, including Davis-Bacon and apprenticeship matters
- Cal/OSHA and Federal OSHA cases
- Misappropriation of trade secret cases
- United States Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) compliance audits
- Employment agreements, employee handbooks, and policies
- Employment tax audits by the California Employment Development Department (EDD)
- Section 132a and serious and willful misconduct cases before the California Workers' Compensation Appeals Board (WCAB)
- Other state, federal, and local compliance matters
- Significant experience with the California Department of Industrial Relations, the Division of Labor Standards Enforcement, and state approved labor compliance programs, as well as the federal Department of Labor and the NLRB, including administrative hearings, arbitrations, and judge and jury trials