



Kathleen A. Carnes

Of Counsel
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Kathleen's practice includes all aspects of labor and employment law in defense of employers. She specializes in advising employers regarding compliance with Title VII, the National Labor Relations Act, the Americans with Disabilities Act, the Family Medical Leave Act, the Fair Labor Standards Act, and various other state and federal employment statutes and regulations. Prior to joining the firm, she worked as an attorney for the National Labor Relations Board, where she investigated and prosecuted unfair labor practices. She has also worked as the director of personnel for a large state agency/cabinet, where she oversaw all aspects of human resources including internal and external investigations, compliance with harassment/discrimination policies, as well as FMLA, ADA, FLSA, and in-training for supervisors and employees.

Kathleen received her undergraduate degree from University of Louisville and her law degree from the University of Cincinnati, where she was an executive member of the Moot Court Board. She practices in state and federal courts, as well as numerous agencies and commissions.

Services

- Labor
- Employment
- Employment Discrimination Litigation
- Wage/Hour Law
- Wrongful Discharge
- Labor Arbitrations
- Collective Bargaining Negotiations
- NLRB Issues
- Strike Preparation/Litigation
- Audits, Counseling & Training

Education

- University of Cincinnati College of Law (J.D., 2001)
 - Moot Court, Executive Board
 - Order of the Barristers
- University of Louisville (B.A., *cum laude*, 1998)

Bar Admissions

- Ohio
- Kentucky

Court Admissions

- U.S. District Court for the Southern District of Ohio
- U.S. District Court for the Northern District of Ohio

Affiliations/Memberships

- Cincinnati Bar Association
- Kentucky Bar Association
- Northern Kentucky/Greater Cincinnati, University of Louisville Alumni Association, Executive Board
- Northern Kentucky Human Resource Association
- Chase College of Law, adjunct professor (2007)
- Northern Kentucky University Alternative Dispute Resolution Center, director
- United Way Leadership Council of Human Services Executives, Operations Committee

Distinctions

- Ohio *Super Lawyers*®
- Ohio *Rising Stars*®

Experience

University athletic director convicted of embezzlement following independent investigation

We represented a public university whose athletic director improperly used his purchasing authority for personal gain. The university hired us to conduct an independent investigation to determine whether any embezzlement actually took place. Our investigation lasted six months and included hiring an accounting firm to track years of financial transactions, as well as interviews with multiple university officials. We presented our findings to the university president and board of trustees, who in turn authorized us to present our report to the authorities. The athletic director was ultimately convicted of embezzlement.

Publications

September 25, 2017

Department of Education Withdraws Title IX Guidance Documents

September 8, 2017

Betsy DeVos Indicates Big Plans to “Reframe” Title IX

September 27, 2016

NLRB Continues to Target Employers’ Policies – With or Without Unions