



Catherine T. Barbieri

Partner

cbarbieri@foxrothschild.com



Philadelphia, PA

Tel: 215.299.2839

Fax: 215.299.2150

Catherine is a former Co-Chair of the firm's Labor & Employment Department and a current member of the firm's Executive Committee. She is a skilled trial lawyer and seasoned employment law adviser who has almost three decades of experience helping employers defend against claims and navigate complex employment issues.

In her work with longstanding clients, Catherine develops a deep familiarity with an organization's internal approaches and risk tolerances. Clients view her as a trusted collaborator who listens and strategizes to achieve proactive, practical solutions that avoid risk.

Catherine is ranked by Chambers USA as one of Pennsylvania's leading employment lawyers and has been certified as a mediator in the U.S. District Court for the Eastern District of Pennsylvania.

Employment Litigation

When employment disputes end up in litigation, Catherine works closely with clients to formulate a strategy that matches their goals. When it requires an aggressive approach, she takes a firm stance to pursue motions to secure a dismissal or to try a case to verdict.

Catherine has extensive experience in leading the defense of employment cases in federal and state court, including claims of discrimination, wrongful termination, and whistleblower and wage and hour violations. She has also represented clients in pursuing and defending complex claims involving trade secrets and restrictive covenants.

Her recent successes include:

- After a two-week jury trial in federal court, won a defense verdict on all claims brought under the Defend Trade Secrets Act that was affirmed by the U.S. Court of Appeals for the Third Circuit.
- Secured summary judgment in a religious discrimination suit where the plaintiff sought as a purported accommodation to be exempted from a vaccination policy. The ruling was later affirmed by the U.S. Court of Appeals for the Third Circuit.

Employment Advice

On the advisory side, Catherine works closely with an organization's management and leadership to understand their long-term goals. For many clients, this means navigating issues ranging from compliance with disability and leave laws, managing performance issues, and downsizing to regulatory compliance with a focus on preventive, practical solutions.

Catherine is adept at crafting and negotiating executive employment and restrictive covenant agreements. She also conducts and oversees investigations into allegations of discrimination.

She advises a broad range of clients, from *Fortune* 500 companies and law firms to nonprofit organizations and family-owned businesses. She has particularly deep experience working with businesses in the health care, pharmaceutical, technology and manufacturing sectors.

Leadership

Within Fox, Catherine has held a variety of leadership positions. In addition to serving as Co-Chair of the national Labor & Employment Department, she is a member of the Firm's Executive Management Committee.

She is a former Co-Chair of the firm's Partnership Advancement Committee, former Hiring Partner of the firm and a former Chair of the Recruitment Committee. She also served on the Steering Committee of the firm's Women's Initiative.

Services

- Labor & Employment
- Employment Litigation
- Employee Privacy & Background Checks
- Education
- Trade Secrets & Restrictive Covenants
- Wage & Hour Compliance

Beyond Fox Rothschild

Catherine writes and speaks frequently on employment law topics, including child labor laws and the evolving modern workplace. She presents regularly to attorneys, human resource professionals and executives on disability and accommodation issues, managing leave under the Family and Medical Leave Act and responding to harassment complaints.

Catherine is a member of the Corporate Executive Board of The Philadelphia Museum of Art. She is a former Chair of the Board of Trustees of the Women's Law Project, and a former member of the Board of Directors of Women's Way. She also served as Co-Chair of the Women in the Profession and Women's Rights Committees of the Philadelphia Bar Association and on its Commission on Judicial Selection and Retention.

Bar Admissions

- Pennsylvania
- New Jersey

Court Admissions

- U.S. Court of Appeals, Third Circuit
- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, Middle District of Pennsylvania
- U.S. District Court, Western District of Pennsylvania
- U.S. District Court, District of New Jersey

Education

- University of Pennsylvania Law School (J.D., 1996)
- University of Delaware (B.A., 1993)
 - Phi Beta Kappa

Memberships

- Philadelphia Bar Association

- Women in the Profession Committee, former Co-Chair
- Commission on Judicial Selection and Retention
- Federal Courts Committee
- Women's Rights Committee, former Co-Chair
- Philadelphia Museum of Art, Corporate Executive Board
- The Forum of Executive Women

Board of Directors

- Women's Law Project, Past Chair of the Board of Trustees
- Women's Way, Former Member