



Kelly L. McNaughton

Associate

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A member of the firm's national Labor & Employment practice, Kelly provides legal advice to companies of all sizes on workplace policy and litigation.

Services

- Labor & Employment
- Labor Management Relations

Before Fox Rothschild

Kelly first joined Fox Rothschild as a summer associate while earning her law degree. She later completed a clerkship for the Honorable Jose Fuentes of the Superior Court of New Jersey, Appellate Division, including during his temporary assignment to the Supreme Court of New Jersey.

During law school, Kelly was a legal intern for a nonprofit organization and also served as Managing Editor of the *Rutgers University Law Review*, Co-President of the Labor and Employment Law Society and Treasurer of the Women's Law Forum. Kelly was a judicial intern for the Honorable Marcia Silva of the Middlesex County Superior Court while earning her undergraduate degree.

Bar Admissions

- New Jersey
- New York

Education

- Rutgers Law School (J.D., *summa cum laude*, *Order of the Coif*, 2021)
- Rutgers University, New Brunswick (B.S., *cum laude*)

Honors & Awards

- Recipient of Rutgers Outstanding Scholastic Achievement Award for Excellence in Criminal Law

Publications

July 30, 2025

DOL Seeks to Repeal Over 60 Workplace Regulations

July 11, 2025

Proposed Rules Would Eliminate Most Affirmative Action Requirements for Federal Contractors

May 1, 2025

NJ DOL Issues Proposed Rules on ABC Test for Independent Contractors

February 11, 2025

DOJ Targets Private-Sector DEI Programs: What Employers Need to Know

January 27, 2025

Acting DOL Secretary Halts Enforcement of Johnson-Era Executive Order

January 22, 2025

Executive Order Ends Affirmative Action Requirements for Federal Contractors and Subcontractors

November 22, 2024

OFCCP Releases FY 2025 Corporate Scheduling List — 500 Contractors Listed

November 6, 2024

OFCCP Opens Objection Period for Contractors Concerning FOIA Requests for EEOC Type 2 Data

October 15, 2024

OFCCP Debuts Updated Scheduling Letter for Construction Compliance Reviews

August 16, 2024

House Bill Would Eliminate Damage Caps in Federal Discrimination Cases

HR Daily Advisor

June 11, 2024

OFCCP Targets 500 Contractors for Affirmative Action Audits. Are You on the List?

May 30, 2024

EEOC Cracks Down on Repeated Failure to File EEO-1 Component Reports as This Year's Deadline Looms

May 29, 2024

NJ Division on Civil Rights Issues Guidance on LAD's Applicability to Remote Work

April 26, 2024

More Projects Added to OFCCP's Mega Construction Project Program

April 16, 2024

EEOC Announces EEO-1 Reporting Schedule, Updated Instruction Booklet

April 1, 2024

OFCCP Opens Contractors Portal for Affirmative Action Compliance and Updates Benchmark for Veteran Hiring

November 30, 2023

'Testing' the ADA: Private Individuals Seeking to Enforce the ADA

HR.com

October 13, 2023

OFCCP Announces Additional Projects for the Mega Construction Project Program

August 14, 2023

If You're a Remote Employee, You Can Still Be Eligible for FMLA

Bloomberg Law

July 18, 2023

Here's Why Coming to the Office May No Longer Be Deemed an 'Essential Job Function'

HR Daily Advisor

April 27, 2023

OFCCP Releases Updated Voluntary Self-Identification of Disability Form

March 28, 2023

OFCCP Designates 12 Large Federal Construction Projects as Mega Construction Projects

March 21, 2023

Federal Contractors Must Certify Compliance with Affirmative Action Program Obligations By June 29