



Kathryn T. Lundy

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Areas of Practice

Litigation/Trial Practice | Labor and Employment | Hospitality Services | Class Action Litigation

Kathryn T. Lundy is a Partner in the Litigation and Labor & Employment Practices and Hospitality Service Group of Smith, Gambrell & Russell, LLP who handles the full spectrum of employment-related matters and represents an array of clients, primarily focused in the hospitality industry.

Results, practice area fluency, and the extraordinary level of trust and confidence she instills in her clients are what distinguish Kathryn Lundy from her peers.

Ms. Lundy is regularly called upon to handle high-stakes litigation disputes ranging from harassment and discrimination, wrongful termination, wage and hour violations and breach of contract.

Ms. Lundy also counsels and litigates a broad array of matters to secure emergent relief to enforce restrictive covenants and protect client's rights under the Defend Trade Secrets Act (DTSA) and related state laws. She also maintains an active practice in counseling organizations prior to anticipated litigation in either prosecuting or defending against claims of misappropriation of trade secrets, tortious interference with a contract (i.e., restrictive covenant), and prospective business relationships.

Ms. Lundy is also regularly called upon for advice and counsel regarding the gamut of complex employment issues including executive compensation or termination issues, wage and hour compliance, classification issues, restrictive covenants, discipline, management training, policy development, reductions in force, investigations, or guidance having to do with compliance with local, state, and federal employment laws. Ms. Lundy – for so many businesses – is a go-to attorney.

Ms. Lundy received her B.A. from Washington University in St. Louis and holds a J.D. from Brooklyn Law School.

Admissions

New York

New Jersey

United States Court of Appeals Second Circuit

United States District Court for the Eastern District of New York

United States District Court for the Northern District of New York

United States District Court for the Southern District of New York

United States District Court for the District of New Jersey

Memberships

Member, New York State Bar Association

Recognitions

The Top 100 Women Leaders in Law, 2021

New York Super Lawyers - Employment & Labor, 2019, 2020, 2021, 2022, 2023 and 2024

Super Lawyers Rising Stars 2013, 2016

Publications

- Author, "A Post-Chevron Era: What Employers Need to Know About the End of the Chevron Doctrine," *Lexology* and *JDSupra*, (July 18, 2024).
- Presenter, webinar for the Association of Workplace Investigators, "Pay Equity Issues in Investigations: A Changing Landscape," (September, 2022).
- Author, "The eradication of a constitutional right and the legal minefield for employers in a post-Roe era," *Westlaw Today*, (July 14, 2022).
- Panelist, Driving Diversity in Law & Leadership Seminar, "Working through Generational Diversity Among Leaders and Emerging Leaders," (October, 2020).
- Author, "Diversity In The Boardroom: Its Critical Impact In The Fashion Industry And How To Address The Disparity That Exists," *CEO World*, (July 31, 2020).
- Presenter, Freeborn & Peters LLP COVID-19 Webinar, "Getting Back to Business: Safely, Legally, and Effectively," (May 28, 2020).
- Commentator, Pay Parity: What is it and how does an employer get there?, *HRDive*, (July 2, 2020).
- Co-Author, Client Alert: U.S. Department of Labor Issues Additional Guidance for Compliance with the Families First Coronavirus Response Act, *Freeborn & Peters LLP*, (March 26, 2020).

- Co-Author, Client Alert: New York State Requires Sick Leave and Job Protection for Employees Subject to Quarantine or Isolation due to COVID-19 Crisis, *Freeborn & Peters LLP*, (March 26, 2020).
- Co-Author, Client Alert: President Signs COVID-19 Paid Leave Bill into Law, *Freeborn & Peters LLP*, (March 19, 2020).
- Commentator, Ratifying Equal Rights Amendment Could Speed Equal Pay, Corporate Board Diversity Laws, *SHRM*, (December 5, 2019).
- Co-Author, Minding the Gap: 5 Steps Employers Can Take to Address Gender Wage Disparity, *Corporate Counsel*, (December 11, 2018).
- Co-Author, Congress Makes A Splash By Tackling Tip Pools, *Law360*, (April 26, 2018).