



KATHERINE M. DICICCO

Associate

New Jersey

908.516.1084

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Service Focus

- Counseling and Advice
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Reductions in Force (RIFs)
- Workplace Investigations

Industry Focus

- Cannabis

OVERVIEW

Katherine “Katie” DiCicco, an associate in the firm’s New Jersey office, focuses primarily on advising and counseling employers on workplace law. After years of representing clients in employment litigation, Katie now uses that experience to help employers avoid the courtroom altogether. She takes a proactive, prevention-focused approach to employment law, helping clients identify and manage risk before issues escalate into legal disputes.

Katie regularly advises clients on a wide range of day-to-day workplace matters, including employee discipline and terminations, leave and accommodation issues, reductions in force, and workplace investigations. She also assists in drafting and

revising employment-related agreements, employee handbooks, and other workplace policies to align with current legal standards and best practices. Katie acts as a business partner for clients, and is hyper-responsive, understanding that advice and counseling work moves in “real time”.

Katie works with employers across various industries, including professional employer organizations (PEOs), healthcare, retail, food service, construction, and manufacturing. Her advice is practical, informed by firsthand knowledge of how employment disputes unfold in litigation.

Katie also practices in the area of cannabis law as it pertains to the workplace. This includes providing guidance to employers on drug-free workplace policies, drug testing policies and procedures, and reasonable accommodations for employees with disabilities who use medical cannabis under applicable state law.

Katie has dedicated her legal career to representing employers in workplace law. Before entering private practice, she clerked for the Honorable Kenneth J. Grispin, P.J.Cv. (Ret. July 2018) and the Honorable Mark P. Ciarrocca, P.J.Cv., in the Superior Court of New Jersey, Law Division, Union County Vicinage.

Credentials

Education

- Rutgers Law School, J.D., 2017
- Rutgers University, B.A., *magna cum laude*, 2012

Bar Admissions

- New Jersey

Court Admissions

- U.S. District Court for the District of New Jersey

Recognitions

- Alan Axelrod Prize for Excellence in Commercial Law (Rutgers Law School)

Affiliations

Professional Activities

- Member, New Jersey State Bar Association
- Alumnus Mentor, Rutgers Law School Newark Alumni Association Mentoring Program
- Member, Monmouth County Young Democrats

INSIGHTS

Insights

Nov 21, 2024

FP SCOTUS Predictions: Cannabis Product Makers Won't Face Triple Damages Under RICO Law for Driver's Failed Drug Test

Insights

Oct 4, 2024

Workplace Law Update: 10 Essential Items on Your October To-Do List

Insights

Sep 5, 2024

So You Think This COVID Thing Has Ended? Not So Fast! 5 Tips for Employers to Prepare for Cold, Flu, and COVID Season

Insights

Jul 16, 2024

NJ Employer Faces Scrutiny for Failing to Hire Medical Marijuana Patient: 7 Key Compliance Reminders

Event

May 9, 2023

New Jersey Breakfast Briefing: Smoking out the Challenges of Enforcing New Jersey's Recreational Cannabis Laws

News

Jan 30, 2023

New Jersey Attorney Discusses Legal Hurdles With New Recreational Cannabis Laws and Impaired Workers