

Kathleen McLeod Caminiti

Partner and Co-Chair, Wage and Hour Practice Group

New Jersey/New York

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Service Focus

- Class and Collective Actions
- Employee Benefits and Tax
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials
- Pay Equity and Transparency
- Wage and Hour

Industry Focus

- Education
- Energy
- K-12 Institutions
- Financial Services
- Hospitality

Overview

Kathie Caminiti is a partner in the firm's New Jersey and New York offices, and a co-chair of both the Wage and Hour and Pay Equity and Transparency practice groups. She has extensive experience handling all aspects of employment litigation, including individual plaintiff discrimination claims, restrictive covenant litigation and wage and hour class and collective actions.

Kathie has successfully defended cases alleging civil rights violations, race, sex, age and disability discrimination, sexual harassment, whistle-blowing, wrongful discharge and retaliation. She has also defended employers and financial institutions in Employee Retirement Income Security Act (ERISA) cases, including class actions, seeking severance, pension and health and welfare benefits.

Kathie has a sophisticated wage and hour practice and has distinguished herself in Fair Labor Standards Act (FLSA)/wage and hour litigation. As lead counsel, Kathie has obtained favorable outcomes for clients in various wage and hour matters, including class and collective actions arising under the FLSA and various state laws.

As a chair of Fisher Phillips' Pay Equity and Transparency Practice Group, Kathie dedicates her time to analyzing the legal issues surrounding pay equality, conducting pay equity audits and defending equal pay litigation.

Kathie counsels her clients on compliance with the panoply of employment laws and assists with their liability prevention efforts by conducting employee training, preparing handbooks and implementing policies, as well as wage and hour and pay equity audits.

Given her significant experience, Kathie is frequently quoted by *ABC News*, *Bloomberg Law*, *Counselor Magazine*, *HR Executive*, *Law360*, *NJBiz*, *SHRM*, and other media outlets. She has published numerous articles that have appeared in *ACC Docket*, *HR Drive*, *New Jersey Business*, *New Jersey CPA*, *New Jersey Law Journal*, *New Jersey Lawyer Magazine*, *The New York Law Journal*, *PEO Insider*, and *Practical Law Institute* regarding a variety of employment-related issues.

Credentials

Education

- J.D., magna cum laude, Order of the Coif, Boston College Law School
- B.A., cum laude, Phi Beta Kappa, Rutgers University

Bar Admissions

- New Jersey
- New York
- Florida

Court Admissions

- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Northern District of California
- U.S. District Court for the District of Colorado
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of Connecticut

- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Western District of Michigan
- U.S. District Court for the District of New Jersey
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Eastern District of Wisconsin

Recognitions

- *Chambers USA*, Labor and Employment (2023-2024)
- *Benchmark Litigation 2023* – Labor & Employment Star
- Recognized in *The Best Lawyers in America* (2016 - 2025)
- Recommended as a leading practitioner for Labor and Employment Disputes: Defense by *The Legal 500 United States* (2021 - 2022)
- “AV” Peer Review Rated by Martindale-Hubbell
- Selected for in *New Jersey Super Lawyers* (2015-Present)
- Selected for Crain's New York Business Notable Women in Law (2019)

Award Methodology.

Affiliations

Professional Activities

- Member, American Bar Association
- Member, New Jersey State Bar Association
- New Jersey State Bar Association, Labor and Employment Law Section, Executive Committee (Wage and Hour)

Insights

Republished Insight: Tracking the Latest Pay Transparency Trends: 5 Compliance Tips for Employers

Kathleen McLeod Caminiti, Sarah Wieselthier, Danielle S. Urban

[Read more →](#)

EVENT

03/18/25

2025 Pay Equity and Transparency Virtual Summit: What Businesses Need to Know About Compliance and Reporting to Avoid Litigation

Sheila M. Abron, Kathleen McLeod Caminiti, James C. Fessenden, Lonnie D. Giamela, Monica Snyder Perl, Sarah Wieselthier, Jacklin Rad, Nan Sato

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NEWS

03/14/25

Wage and Hour Co-Chair Discusses Trends in Pizza Industry Litigation

Kathleen McLeod Caminiti

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EVENT

03/13/25

Pay Transparency is Coming to New Jersey

Kathleen McLeod Caminiti, Sarah Wieselthier

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NEWS

03/03/25

Fisher Phillips Partners Recognized as Top Authors in JD Supra's 2025 Readers' Choice Awards

Benjamin M. Ebbink, David J. Walton, Kathleen McLeod Caminiti

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NEWS

02/26/25

Attorneys Quoted for Their Insight on the Future of DEI in the Trump Era

Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

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NEWS

02/07/25

Republished Insight: What Businesses Need to Know About DEI in the Trump Era: FAQs for Employers

Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

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INSIGHTS

02/07/25

What Businesses Need to Know About DEI in the Trump Era: FAQs for Employers

Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

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EVENT

02/05/25

Money Matters: Pay Transparency Unveiled and Practical Approaches for Employers

Sarah Wieselthier, Kathleen McLeod Caminiti, Danielle S. Urban

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INSIGHTS

01/29/25

Tracking the Latest Pay Transparency Trends: 5 Compliance Tips for Employers

Kathleen McLeod Caminiti, Sarah Wieselthier, Danielle S. Urban

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