

## **Katherine Suttle Weinert**

Secondment Counsel

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### **Focus Areas**

Discrimination and Harassment  
Class Action  
Litigation and Trials  
Workplace Violence Prevention and Crisis Response

### **Overview**

Katherine Suttle Weinert works with clients on a broad range of employment law issues. She represents clients in employment related disputes, such as discrimination, harassment, retaliation, enforcement of noncompetition agreements, and Family Medical Leave Act (FMLA) issues. Katie has tried several cases to jury verdict and has argued before the 11th Circuit.

In addition to her work handling disputes with employees and governmental regulators, Katie counsels clients on legal issues in the workplace by helping them address issues before disputes arise. She assists clients in addressing wage and hour concerns, structuring internal investigations, developing policies and employee handbooks, and accommodating religious practices, emotional support animals, disabilities, and pregnancy.

Katie regularly supports clients as interim in-house employment counsel. She provides continuity of service while the client backfills an in-house employment role, covers an employee's leave of absence, or otherwise adjust its in-house legal team. She generally becomes embedded with the client for a period of two to nine months, stepping into the shoes of the in-house employment lawyer on a full-time or part-time basis. As a secondee, she partners directly with the client's human resources, operations, and legal teams for daily advice and support, responds to regulatory agencies and attorney demands, advises on compliance strategies, conducts and advises on investigations, develops policies, supports restructuring initiatives, and manages outside counsel.

Katie has been seconded to a diverse range of clients, including a large multinational technology and logistics company, a nongovernmental organization with a strong international presence, a pre-IPO financial technology company, and a publicly traded specialty apparel retailer. While seconded, she practices as part of the client's employment legal team or serves as the sole in-house employment legal support.

Katie is a member of the firm's Workplace Violence Prevention Practice Group. She has extensive experience advising and problem-solving with clients regarding potential workplace violence and threats of violence, as well as responding to violence impacting the workplace.

Before joining Littler, Katie's litigation practice involved commercial disputes, professional malpractice claims, employment law, and regulatory compliance issues.

## Professional and Community Affiliations

- Chair, Women Lawyers Section, Birmingham Bar Association, 2014-2015
- Past Chair and Founding Member, Young Professionals Support Group, WBHM Public Radio
- Former Member, Board of Directors, VSA Alabama, an arts organization serving individuals with disabilities
- Past President and Founding Member, Young Professionals Support Group, VSA Alabama
- Past Assistant Chair, Foundation Donors Committee, Junior League of Birmingham

## Recognition

- Named, Rising Star, Alabama, *Super Lawyers*, 2013-2019

## Education

J.D., Washington and Lee School of Law, 2005, *cum laude*

B.A., Kenyon College, 2001, *magna cum laude*, *Phi Beta Kappa*

## Bar Admissions

Alabama

## Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Northern District of Alabama

U.S. District Court, Southern District of Alabama

U.S. District Court, Middle District of Alabama

## Publications & Press

### **HIPAA and COVID-19 Vaccines. What Employers Need to Know.**

*Birmingham Business Journal*

June 29, 2021

### **'It's Complicated': Vaccine Hesitancy Continues Among Contractors**

*Construction Dive*

June 24, 2021

### **How employers should proceed with 'the vaccination question'**

*Birmingham Business Journal*

April 28, 2021

### **Alabama Department of Labor Announces New Documentation Requirement and Enforcement Initiative**

*Littler ASAP*

August 10, 2020

### **Alabama Department of Labor Expands Unemployment Eligibility due to COVID-19**

*Littler ASAP*

March 25, 2020

### **City of Birmingham "Shelter in Place Order" – What Does it Mean for Employers?**

*Littler ASAP*

March 25, 2020

### **Alabama Enacts Pay Equity Law**

*Littler ASAP*

June 13, 2019

### **Regulatory: A nickel tour of force-placed insurance**

*InsideCounsel*

August 15, 2012

## Speaking Engagements

### **Force-Placed Insurance: What Attorneys Need to Know**

National Business Institute

January 7, 2013

## **Books & Book Chapters**

- *The Reference Handbook on the Comprehensive General Liability Policy, Chapter 2, Tort Trial and Insurance Section*  
- American Bar Association, chapter co-authors: David Pharr and Alex Purvis, December 2010