



LORRAINE CATALUSCI

Associate

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SERVICES

Closely Held & Family-Owned Businesses
Commercial Litigation
Labor & Employment
Labor & Employment Litigation
Litigation

EDUCATION

Cleveland-Marshall College of Law, J.D.
cum laude
Cleveland State University, B.A.

LICENSED TO PRACTICE

Ohio

OVERVIEW

Lorraine is an associate in Walter Haverfield's Litigation Department, practicing in the Labor & Employment Group. She advises clients on a broad range of employment-related matters, including those involving employment agreements and handbooks, executive compensation, HR policy development and management, discipline and discharge, as well as day-to-day counseling and compliance with federal and state employment laws, including FLSA, FLMA, ADA, INA, EEO laws, Title VII, ADEA, the Equal Pay Act, FCRA, COBRA, NLRA, OSHA and Ohio Workers' Compensation law.

EXPERIENCE

- Advise on day-to-day compliance with federal and state employment laws, including but not limited to, FLSA, FLMA, ADA, INA, EEO laws, Title VII, ADEA, the Equal Pay Act, FCRA, COBRA, NLRA, OSHA, as well as Ohio Workers' Compensation law.
- Advise employers and employees in EEOC matters, including draft charge statements on behalf of the employee and draft responses to charges on behalf of client employers.
- Advise on how to handle employee discipline, including termination of employment and other adverse employment actions.
- Draft, review and revise employment agreements, including non-disclosure and non-solicitation agreements, non-compete agreements, independent contractor agreements, and severance agreements.
- Draft employee handbooks and other employment related forms (i.e. FCRA compliant background check authorizations, disciplinary forms, termination forms), as well as PTO and vacation policies.
- Assist with Visa preparation.
- Provide sexual harassment and discrimination training.