Lorraine Catalusci

Associate | Litigation

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OVERVIEW

Lorraine is an Associate in WH Burkley's Litigation Department, practicing in the Labor & Employment Group, where she represents businesses and employers in a wide range of employment and commercial litigation matters. Her employment practice focuses on defending employers in arbitration, state and federal court, as well as in front of administrative agencies, in matters involving discrimination, harassment, retaliation, wrongful termination, wage and hour disputes, restrictive covenants, trade secrets and other employment-related claims. She also advises employers on workplace policies, personnel issues, drafting and reviewing handbooks/policies, 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.

In addition to her employment practice, she represents clients in a broad range of commercial litigation matters involving contract disputes, business torts, shareholder and partnership disputes, fiduciary duty claims, and other complex business conflicts. She assists clients through every stage of litigation, including case assessment, discovery, motion practice, settlement negotiations, trial preparation, and appeals.

EXPERIENCE

- Advises 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.
- Advises and represents employers and employees in EEOC matters, including draft charges of discrimination on behalf of the employee and draft position statements on behalf of client

employers, as well as representation throughout the administrative process.

- Advises employers on how to handle employee disputes and discipline, including disciplinary action, termination of employment and other adverse employment actions.
- Drafts, reviews and revises employment agreements, including non-disclosure and non-solicitation agreements, non-compete agreements, independent contractor agreements, and severance agreements.
- Drafts 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.

RECOGNITION

- *Super Lawyers* – Employment & Labor “Rising Star” | 2026-present

EDUCATION

- Cleveland-Marshall College of Law, J.D.
  - *cum laude*

- Cleveland State University, B.A.

FOCUS

- Labor & Employment
- Litigation

NEWS

- Labor & Employment | Ohio Minimum Wage Increase for 2025

LICENSED

- Ohio

- U.S. District Court, Northern District of Ohio
- U.S. District Court, Southern District of Ohio
- U.S. Court of Appeals, Sixth Circuit

OFFICE

- Cleveland