

Kathryn B. Fox

San Diego, California
Attorney

P (619) 219-5371
kfox@buchalter.com

Areas of Practice & Industry Specialties

Labor & Employment; Litigation; Trade Secrets and Employee Mobility;
Class Actions



Kathryn B. Fox is a member of the Labor & Employment Practice Group in the Firm's San Diego office. Ms. Fox advises employers on litigation avoidance and provides counseling on workplace law matters. She has experience representing clients in single-plaintiff cases involving allegations of discrimination, harassment, retaliation, wrongful termination, and wage and hour issues. She also routinely advises and represents clients in class action and representative PAGA cases involving wage-and-hour allegations, including failure to pay regular and overtime wages, meal period and rest break violations, misclassification issues, piece-rate pay agreements, and reimbursement claims. Her representation of clients includes defending actions in state and federal court, in arbitrations, before the EEOC, DFEH, DLSE and EDD, and in mediation. Ms. Fox also provides trainings to clients on workplace privacy issues, preventing workplace harassment, and best practices for complying with California wage and hour laws.

Ms. Fox serves her community by acting as the Secretary and Board Member for the San Diego County Bar Foundation. She also serves as a member of the Emerging Leaders Advisory Council for the North San Diego Business Chamber. She has also provided *pro bono* legal services for the Guardianship Clinic at the San Diego Volunteer Lawyer Program.

Highlights of Ms. Fox's work include:

- Second-chaired a multi-week jury trial defending a national startup company against claims of fraud and false promise, resulting in a unanimous defense verdict.
- Successfully obtained a full dismissal of all claims against a large biotech company after filing several demurrers and minimal discovery.
- Obtained summary judgment for a large trucking client facing allegations of disability-based association discrimination, harassment and retaliation; age discrimination, harassment and retaliation; retaliation for engaging in protected activities; wrongful termination and declaratory relief.
- Successfully obtained an order that a plaintiff who lost on summary judgment pay the client's statutorily recoverable costs expended defending the action.
- Obtained summary judgment for three defendants (two companies and the plaintiff's manager) in a case involving allegations of age discrimination, wrongful termination, intentional infliction of emotional distress and breach of implied contract.

Professional Memberships and Associations

- San Diego County Bar Foundation, Board Member (2016- Present); Secretary (2018-Present)
- North San Diego Business Chamber, Emerging Leaders Advisory Council Member
- San Diego Women's Week 2020, Strategy Team Member
- Association of Corporation Counsel (ACC), Member
- Society for Human Resource Management (SHRM), Member

- San Diego County Bar Association, Member

Presentations

- Speaker, "Dealing with Warlocks and Witches: Responding to Allegations of Harassment, Discrimination and Retaliation; with Updates in Pay Equity," Buchalter's San Diego Labor & Employment Seminar, October 24, 2019
- Speaker, "Let it Breathe! Responding to Allegations of Harassment, Discrimination and Retaliation; Updates in Pay Equity," Buchalter's Napa Labor & Employment Seminar, September 26, 2019
- Speaker, "Buchalter Hosting New Year's Resolutions for California Employers," 655 West Broadway, 1st Floor, San Diego, CA 92101, December 11, 2018
- Speaker, "Women on Corporate Boards and Other Issues of Corporate Governance," San Diego HR Forum, December 4, 2018

Education

Ms. Fox earned her J.D. with a concentration in Labor & Employment Law *with honors* from California Western School of Law. During law school she was a recipient of an American Jurisprudence Award in Legal Drafting. Ms. Fox earned her B.A. in Political Science with a Minor in Law & Society from the University of Southern California.

Bar Admissions

- California
- Texas

Court Admissions

- U.S. District Court for the Central District of California
- U.S. District Court for the Southern District of California
- U.S. District Court for the Northern California of California
- U.S. District Court for the Eastern California of California