

Caitlin I. Sanders | Partner

Labor & Employment

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Caitlin Sanders is a partner in Blank Rome’s Labor and Employment practice group. Caitlin concentrates her practice in all aspects of employment law, compliance, and litigation, with an emphasis on wage and hour compliance and litigation, including class and PAGA representative actions. Caitlin represents public and private employers in state and federal court litigation, in arbitration, and before administrative agencies in matters involving alleged wage and hour violations, unlawful termination, discrimination, harassment, and trade secret violations.

Caitlin also provides strategic advice and defense counsel to human resources professionals and other stakeholders with an eye toward proactively managing and mitigating legal risk in connection with employee-related issues, including hiring, compensation, independent contractor classification, wage and hour compliance, statutory leaves of absence, reasonable accommodations, discipline, and terminations.

A significant portion of Caitlin’s practice also includes providing transactional support and advice on stock and asset purchase agreements, including buyer and seller due diligence, risk assessments, and executive agreements.

While in law school, Caitlin was research editor and lead article editor of the *UC Irvine Law Review*.

Select Engagements

- Led dispute resolution efforts on behalf of numerous employers in matters involving alleged wage and hour violations and achieved resolutions on favorable terms through direct negotiations, settlement conferences, and

mediations.

- Represented employers in administrative agency proceedings before the California Labor Commissioner, Department of Fair Employment and Housing, and Equal Employment Opportunity Commission.
- Prevailed on summary judgment and summary adjudication motions in several wrongful termination lawsuits involving claims of disability, age, and race-based discrimination, whistleblower retaliation, and hostile workplace harassment.
- Successfully opposed petition for writ of mandate with regard to trial court ruling granting summary adjudication of claim for punitive damages in the California Court of Appeal
- Granted motion to dismiss for lack of personal jurisdiction in a lawsuit filed against an individual business owner in the Central District Court of California.

Admissions

- California
- U.S. District Court - Central District of California
- U.S. District Court - Southern District of California

Education

- University of California, Irvine, BA
- University of California, Irvine School of Law, JD

Recognitions

- 2020–2023, Los Angeles “Rising Star” in Employment and Labor, listed in *Super Lawyers*

Professional Activities

Caitlin was appointed to serve as vice chair of the American Bar Association Young Lawyers Division’s Labor & Employment Law Committee for the 2022–2023 term.