



Kristin MacDonnell

Counsel

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Kristin is a litigator with experience representing employers in a variety of labor and employment matters, including wage and hour class actions, discrimination and retaliation claims, background check procedures, employee discipline and termination, and other related matters. Her experience also encompasses internal investigations and, as part of her pro bono practice, asylum representation and impact litigation.

Experience

Wage and Hour

- Represented United Airlines in a class action brought by pilots who were California residents but worked primarily outside California alleging violations of California labor law. Court granted summary judgment in United's favor on ground that California labor law did not apply to plaintiffs.
- Represented The Ritz-Carlton Hotel Company, LLC in case involving allegations that the company's practices around service charges in the banquet department violate California's tip statute. Obtained a full defense verdict after a bench trial, which was affirmed on appeal.
- Represented United Airlines in a class action brought by pilots and flight attendants who claimed their bargained-for pay scheme violated California minimum wage law. Won summary judgment on ground that United's pay scheme fully complied with California law.
- Represented major domestic air carrier in PAGA wage statement action that went to bench trial.

Admissions

Bar Admissions

California

Court Admissions

US District Court, Southern District of California

Education

University of California Hastings
College of the Law, J.D., 2015:
magna cum laude; Executive Articles
Editor, Hastings Law
Journal; National Appellate Advocacy
Moot Court Competition

City University of New York, M.S.,
Education, 2010

University of California at San Diego,
B.A., Literature, 2008

- Represents multiple major domestic air carriers in class and PAGA actions involving allegations that carriers violate California minimum wage, overtime, meal and rest break, and wage statement laws.
- Represents a technology company in a misclassification case. Successfully moved to compel arbitration and enforce class/collective action waiver.
- Represents a nationwide professional staffing company in several matters, including wage-and-hour class actions and putative class actions under the Fair Credit Reporting Act. Successfully moved to compel arbitration in at least two cases.
- Represented a global insurance provider in a putative class and collective action alleging misclassification of insurance underwriters. Obtained summary judgment in defendant's favor.
- Represented a major financial institution in a number of putative class and collective actions involving misclassification of mortgage lending officers.

Investigations

- Led an internal investigation for an entertainment company in response to allegations of bullying, discrimination, and harassment against a key executive.
- Led an internal investigation for a technology company in response to claims of mishandling prior sexual assault complaint.
- Participated in an internal investigation and related litigation for a public university in response to claims of mishandling complaints of sexual assault.

Discrimination

- Represented major domestic air carrier in action involving claims of racial and ethnic discrimination.
- Represented commercial HVAC company in action brought by high-level executive involving claims of age discrimination and misclassification.
- Represented entertainment company in action brought by high-level executive involving claims of discrimination and retaliation.

Traditional Labor

- Successfully represented major domestic air carrier in interest arbitration regarding pilot pay.
- Successfully represented major domestic air carrier in grievance arbitration regarding carrier's ability to place managers in newly-created allocator role.

Professional Activities

Externships

- US District Court for the Northern District of California, Honorable Charles R. Breyer

Community Service

- Appellate Court Program Staff, California YMCA Youth & Government Model Legislature & Court

Languages

- Spanish