



# Kelly T. Kindig

## Member

## Philadelphia

kkindig@cozen.com | (215) 665-7252

Kelly represents public and private employers in a broad range of employment-related disputes, including cases involving discrimination, harassment, and retaliation. She regularly represents employers in collective bargaining negotiations and grievance and interest arbitrations; and in proceedings before federal and state agencies, including the National Labor Relations Board, Pennsylvania Labor Relations Board, U.S. Equal Employment Opportunity Commission and the Pennsylvania Human Relations Commission. She also works closely with clients to ensure they remain in compliance with various employment and labor laws, including the Family and Medical Leave Act (FMLA), Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), National Labor Relations Act (NLRA), the Labor Management Relations Act (LMRA) and Title VII. She advises clients on hiring, firing, and disciplinary practices, as well as restrictive covenant matters; and has experience with collective action litigation under the FLSA and Age Discrimination Employment Act (ADEA)—primarily defending employers in employment litigation, including disputes involving race, sex, and age discrimination, and sexual harassment.

An accomplished public speaker who also publishes regularly on a range of labor & employment topics, Kelly's pro-bono activities include working with the Philadelphia Homeless Advocacy Project, representing claimants applying for Social Security benefits in administrative proceedings before the Social Security Administration. She also serves as a trustee of the Boyertown Community Library and is the past secretary of the board of trustees for the Pennsylvania School for the Deaf.

Kelly earned her J.D. at the Villanova University School of Law and her B.A. at Ursinus College.

### Practice Areas

- Labor & Employment

### Industry Sectors

- Education
- Hospitality

### Education

- Villanova University School of Law, J.D., *magna cum laude*, 2006
- Ursinus College, B.A., *magna cum laude*, 2002

### Bar Admissions

- Pennsylvania

### Affiliations

Secretary, Board of Trustees of the Pennsylvania School for the Deaf, 2009 - 2019

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P: (215) 665-7252 | F: (215) 665-2013

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