



Kathy Speaker MacNett, Esquire

MEMBER

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SkarlatosZonarich LLC has been recognized by Martindale-Hubbell with an "AV" rating, the highest rating awarded by this preeminent legal resource. The A rating is the highest available rating for skill level, while the V represents the highest available rating for ethics. All Martindale-Hubbell ratings are based on confidential, objective peer review.

SkarlatosZonarich LLC is recognized on the *Central PA Magazine* 2011 Hot List for "Best Professional Services."

Practice Areas

Kathy Speaker MacNett focuses her practice on management-side labor relations, employment law and related legislative and regulatory developments. Her practice combines preventive approaches to labor relations matters and representation of employers before federal and state administrative agencies and courts. Ms. MacNett utilizes her practical knowledge of the legislative, executive and judicial branches of state government to gain effective results for her clients. Ms. MacNett represents public and private sector employers in a wide range of labor and employment law matters including workers' and unemployment compensation proceedings, FMLA issues, prevailing wage disputes, discrimination complaints, Affirmative Action audits, restrictive covenant enforcements, handbook preparation, unfair labor practices, union organizational defenses, collective bargaining negotiations, strikes, injunction and contempt proceedings. Kathy also serves as Legislative Counsel to the Pennsylvania Propane Gas Association. She is a frequent speaker.

Prior to joining Skarlatos & Zonarich, Ms. MacNett was a shareholder with the Harrisburg office of Buchanan Ingersoll, P.C. and associated with the law firm of Baskin, Flaherty, Elliott & Beren. She also served as the Research Director to the Labor Relations Committee, Pennsylvania House of Representatives, clerk to the late Pennsylvania Supreme Court Justice, Honorable Roy Wilkinson, and Assistant Counsel to the Pennsylvania Labor Relations Board.

Publications

Contributing Author for numerous years to BNA publications on:

- ▶ The Fair Labor Standards Act
- ▶ The Family Medical Leave Act
- ▶ Wage and Hour Laws: A State-by-State Survey
- ▶ Pennsylvania Chamber of Business and Industry
- ▶ Model Policies and Forms For Pennsylvania Employers.

Bar and Court Admissions

- ▶ U.S. Court of Appeals for the Third Circuit

- ▶ U.S. Supreme Court; Supreme Court of Pennsylvania
- ▶ U.S. District Court for the Middle and Eastern Districts of Pennsylvania.

Education

- ▶ Dickinson School of Law, now Penn State, J.D.;
- ▶ St. Francis College, M.A. (Industrial Relations)
- ▶ University of Pennsylvania, M.G.A. (Government Administration)
- ▶ Immaculata College, now University, B.A., Cum Laude.

Associations

- ▶ Dauphin County, Pennsylvania Bar and American Bar Associations
- ▶ Active in the ABA's Federal Labor Standards Committee
- ▶ Board Member, James A. Finnegan Foundation
- ▶ Member, Labor Employment Research Association, Central Pennsylvania Chapter
- ▶ Capitol Area Neighbors Steering Committee
- ▶ Board of Harrisburg Catholic Elementary School.

Special Achievements, Awards & Honors

- ▶ Pennsylvania Athletic Trainers' Society, Inc. Board of Directors Service Award
- ▶ 2006 People to People China Delegate.

Reported Cases

- ▶ *D&H Distrib. v. Thumma*, 13 A.3d 987 (Pa. Super. 2010)(Restrictive covenant enforcement affirmed without opinion).
- ▶ *CEC Credits OnLine v. Unemployment Compensation Board of Review*, 946 A.2d 1162 (Pa. Comm. Ct. 2008), petition for allowance of appeal denied (2009)(Worker was a bona fide independent contractor, not an employee).
- ▶ *Kraus v. Howroyd-Wright Employment Agency, Inc.*, 2008 U.S. Dist. LEXIS 1254, Civil Action 06-975 (E.D. Pa. Jan. 8, 2008).
- ▶ *Boyd's Collection, Ltd. v. Stephen C. Chambliss, et. al*, 2005 U.S. Dist. LEXIS 13901. (M.D. Pa. 2005).