

Kelly M. Cardin

Shareholder

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Focus Areas

Litigation and Trials
Unfair Competition and Trade Secrets
Wage and Hour
Investigations

Overview

Kelly M. Cardin has dedicated her career to representing employers in a broad range of employment-related disputes. She is a sought-after litigator who handles cases involving complex and cutting-edge employment law issues, while also frequently litigating against claims of discrimination, harassment and retaliation. Kelly defends employers in class and collective actions involving wage and hour issues, including those related to pay frequency claims under New York state labor law.

Kelly is also a trusted advisor to clients on novel employment law issues, including pay transparency laws – an area in which she has developed a practice in cross-jurisdictional compliance and is a frequent writer and speaker. In addition, she conducts pay equity analyses and workplace investigations.

She represents clients before the Second Circuit Court of Appeals, in state and federal court, and in arbitration. She also regularly handles agency matters before the Equal Employment Opportunity Commission, the New York State Division of Human Rights, the Connecticut Commission on Human Rights and Opportunities, and the Department of Labor.

Prior to joining Littler, Kelly was a shareholder with an international labor and employment law firm where she was co-chair of their pay equity practice group.

Professional and Community Affiliations

- Member, Connecticut Bar Association
- Member, Society for Human Resources Management (SHRM)
- Member, Westchester Women's Bar Association
- Member, Editorial Advisory Board, Law360, 2024

Education

J.D., Cornell University Law School, 2011

M.A., University of Chicago, 2006

B.A., University of Rhode Island, 2002, *magna cum laude*

Bar Admissions

New York

Connecticut

Massachusetts

Courts

U.S. District Court, Eastern District of New York

U.S. District Court, Northern District of New York

U.S. District Court, Southern District of New York

U.S. District Court, District of Connecticut

Publications & Press

Littler Continues Hiring Streak with Addition of Shareholder Kelly Cardin in New York City

Littler Press Release

May 28, 2024

New York's Move to Pay Transparency Likely to Spread Nationally

Bloomberg Law

September 18, 2023

Pay Transparency and ESG Synergy Can Inform Initiatives

Law360

June 30, 2023

Hawaii Legislature Passes Pay Transparency Bill

SHRM Online

June 2, 2023

Strategies for Approaching New NY Pay Transparency Laws

Law360

October 18, 2022

#MeToo and the Workplace: 5 Years and a Pandemic Later

Law360

May 13, 2022

NYC Employers May Want to Revisit Tax Exemption Policies

Law360

February 23, 2022

Getting Ahead of Manual Worker Pay Frequency Claims in NY

Law360

December 21, 2021

New York Issues FAQs for Paid COVID-19 Vaccine Leave

SHRM Online

April 7, 2021

Limiting the Pandemic's Strain on Workplace Gender Equality

Law30

November 2, 2020

What New York Employers Need to Know for the Election Season

SHRM Online

October 22, 2020

Speaking Engagements

What's the Range? Pay Transparency Laws on the Rise

Corporate Labor and Employment Counsel Exclusive, Phoenix, AZ

November 9, 2023

The Latest on Pay Transparency Laws

ACC Sports and Entertainment Network

January 17, 2023

Restrictive Covenants: Avoiding Entanglements

National Association of Women Lawyers, Eighteenth General Counsel Institute, New York, NY
November 2022

#MeToo in 2022 (and Beyond)

Corporate Labor and Employment Counsel Exclusive, Colorado Springs, CO
September 22, 2022

The Rise of Pay Transparency Laws and Strategies for Cross-Jurisdictional Compliance

Workplace Strategies Seminar, Phoenix, AZ
May 6, 2022

The Evolution of Employment Management

ACC Westchester/S. CT (formerly WESFACCA)
April 21, 2022

Shifting Landscape of Employment Law: Lessons Learned from the Pandemic and the Way Forward

ACC Westchester/S. CT (formerly WESFACCA)
September 14, 2021

Managing a Remote Workforce

Connecticut Bar Association, Labor and Employment Law Section
December 10, 2020

The Not So Remote Risks of Navigating Leave Laws & Remote Work in the Age of COVID

ACC Westchester/S. CT (formerly WESFACCA)
October 29, 2020