



## Catherine Spafford Loeffler

Senior Attorney

412-288-2262

loefflercs@hh-law.com

### Practice Areas

Employment Law

Civil Litigation

Construction Law

Business/Commercial

A litigation attorney focusing her practice in employment law, Catherine has experience representing employers in a wide array of employment matters, such as providing advice and counseling on employee and HR issues, conducting training for managers and supervisors to minimize risk, performing internal investigations of employee claims, drafting employee handbooks and other company policies, negotiating severance agreements and employee separations, and handling non-compete and other restrictive covenant issues. Catherine works closely with management to provide innovative solutions to improve the efficiency of their workforce and help businesses achieve their goals. Catherine is a frequent presenter for the National Business Institute (NBI) and other local and national programs on various employment law matters.

Catherine also assists management in pursuing or defending claims in state and federal courts in Pennsylvania and West Virginia and before government agencies, such as the Equal Employment Opportunity Commission, Pennsylvania Human Relations Commission, Department of Labor, and OSHA, on matters including:

- Wrongful discharge
- Family and Medical Leave Act
- Employment discrimination claims under Title VII, ADA, ADEA (age, disability, sex, race, national origin)
- Unemployment compensation claims
- Wage and hour matters
- Non-compete agreements and restrictive covenants

Catherine is a member of Houston Harbaugh's COVID-19 Law Response Group and has developed a practice of understanding the new laws and regulations regarding COVID-19, such as the FFCRA, EPSLA, EFMLA, and ARPA, and guiding employers on best practices for responding to novel issues raised by these new laws and circumstances in the pandemic and post-pandemic era.

Catherine also practices in numerous other areas of complex civil litigation, including construction, products liability, collection and creditor rights, eminent domain, shareholder disputes, and business disputes. She represents businesses and professionals throughout Western Pennsylvania and West Virginia.

Among her numerous accomplishments, Catherine was a member of the litigation team that obtained a several million-dollar settlement for minority shareholders in a federal ERISA stock valuation action and also successfully resolved high profile sexual harassment claims by a student against a professor at a regional university.



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Catherine chose a career in law to satisfy the desire to help individuals and businesses resolve disputes. She takes a results-oriented approach while being mindful of cost-effective solutions and remaining open-minded to non-traditional techniques. Catherine has a well-balanced temperament that allows her to provide aggressive representation when needed while also having an eye for negotiation and compromise when it is warranted and advantageous to the client. She excels in listening to her clients' situations and customizes her approach to match the specific needs of each one. The client's voice is always heard, which is why Catherine has an excellent success rate in turning her clients' aspirations into achievements and positive outcomes.

Catherine and her husband, Steve, live in Butler County and enjoy traveling nationally and internationally, playing in a band together, and spending time with friends and family.

### Bar Admissions

- Commonwealth of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania
- State of West Virginia
- U.S. District Court for the Southern District of West Virginia
- U.S. Supreme Court

### Education

- Duquesne University School of Law, J.D.  
*Cum Laude; Honorable Carol Los Mansmann Award for Outstanding Appellate Brief & Oral Argument; CALI Award for Academic Excellence in Employment Discrimination, CALI Award for Academic Excellence in Appellate Practice & Procedure*
- Allegheny College, B.A.  
*Cum Laude*

### Awards/Recognition

- Pennsylvania Super Lawyers Rising Star, 2018-present

### Professional Affiliations

- Member, Pennsylvania Bar Association
- Member, Allegheny County Bar Association
- Member, Pittsburgh Young Professionals
- Member, American Inns of Court, Amy Reynolds Hay Chapter
- Member, Engineers' Society of Western Pennsylvania
- Member, Duquesne Law Alumni Association
- Member, Defense Research Institute (DRI)

### Community Involvement

- Legal Advisor, Butler County Distinguished Young Woman Program
- Juror, PBA Mock Trial Competition
- Volunteer, ACBA YLD Wills for Heroes
- Lecturer, ACBA YLD "Stepping Out" Program
- Founder and Mentor, ACBA YLD Lawyers and Littles Program
- Member, ACBA Civil Litigation Section Committee and Labor & Employment Section Committee
- Adjunct Professor, Butler County Community College

\*All recent blog posts can be found [HERE](#)