

## Kara M. Maciel

Chair, Labor & Employment Practice

Co-Founder & Managing Partner

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📍 [Washington, DC](#)



SuperLawyers (10 Year)

Kara M. Maciel is a founding partner of Conn Maciel Carey and Chair of the firm's national [Labor & Employment Practice](#). She focuses her practice on representing employers in all aspects of the employment relationship.

Being located in Washington, D.C., Kara provides a unique perspective to international and multinational corporations on doing business in the United States from a federal statutory and regulatory perspective as well as compliance with the myriad of state and local business requirements. [Kara is a member of IR Global in the Employment Law Group](#).

Kara has a special focus on issues impacting companies in the following industries:

- Hospitality (hotels, resorts, restaurants, spas, country clubs)
- Retail
- Grocery
- Trade associations
- Non-profit sectors

### Key Services

- Defends employers in federal and state litigation
  - ADA, FLSA, FMLA, and Title VII claims
- Advises on trade secret protection and enforcement, including pursuing claims of misappropriation of confidential or proprietary information
- Counsels unionized and non-unionized workplaces on employer rights under the National Labor Relations Act (NLRA)
- Represents senior executives and managers in:
  - Executive contract review and negotiation
  - Disputes involving severance pay and benefits, change-in-control benefits, non-compete covenants,

confidentiality agreements, indemnification agreements, and trade secrets

- Advises employers and employees on whistleblower allegations under the OSH Act, and related whistleblower protections

## Representative Cases

- *Williams v. Fam. Health Int'l*, 2025 U.S. Dist. LEXIS 170455 (Sept. 2, 2025) (granting employer's motion to dismiss over claims alleging race, color, gender discrimination under federal and state law, hostile work environment, and retaliation)
- *Thermo Fischer Sci. Inc. v. Arthur*, U.S. District Court for the E.D. Missouri (2024) (represented plaintiff employer in securing permanent injunction and judgment against former employee for misappropriation of trade secrets)
- *Hudson v. Wagner's, LLC*, 2022 U.S. Dist. LEXIS 154566 (March 30, 2022, D. Colorado) (granting dismissal of breach of contract claim against employer because bonus letter did not create a contract and alter the at-will employment relationship)
- *Border v. Nat'l Real Estate Advisors, LLC*, 453 F. Supp. 3d 249 (D.D.C. 2020) (granting motion to dismiss plaintiff's DCFMLA claim because she did not spend more than 50% of her working time in D.C.)
- *Petrea v. Marriott Int'l, Inc.*, 2017 U.S. Dist. LEXIS 156400 (Sept. 25, 2017 E.D. Texas) (granting motion for summary judgment against hotel alleging ADA violation due to service animal)
- *Rivas v. Whitman-Walker Clinic, Inc.*, 2017 U.S. Dist. LEXIS 214457 (D.D.C. 2017) (granting motion to dismiss and motion for sanctions for claims asserting private right of action under OSH Act)
- *Clemmons v. Academy for Educational Development*, 70 F. Supp. 3d 82 (D.D.C. 2014) (granting summary judgment to employer on hostile work environment claim with novel allegations of workplace bullying)
- *Scherr v. Marriott International, Inc.*, 703 F.3d 1069 (7th Cir. 2013) (affirming dismissal of Title III ADA claims against hotel involving the 2010 ADA Standards for door closures)

## Recognition & Awards

- Ranked "Super Lawyer", Super Lawyers® (2014 – Present)
- Burton Award for Legal Writing, Co-Author of "For Employers with High Turnover and Large Numbers of Seasonal Workers, the ACA Creates Unique Compliance Issues" (2014)
- Labor-Management Relations, The Legal 500 United States (2013)

## Speaking Engagements

Kara regularly speaks to audiences about a broad range of employment-related issues. Recent invitations have included the following organizations:

- National Grocers Association (NGA)
- Resort Hotel Association (RHA)
- Hospitality Law Conference
- Chesapeake Human Resources Association (CHRA)
- AHLA
- CMAA (Club Management Association of America)
- Seasonal Connect

Kara also frequently presents on a variety of topics for the firm's [Labor & Employment Webinar Series](#).

## Education

- J.D., American University, Washington College of Law, *magna cum laude*
- B.A., Smith College

## Admissions

- District of Columbia
- Maryland
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the District of Colorado
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of Maryland
- U.S. District Court for the Northern District of Illinois

## Experience

- Defends hospitality owners and operators in lawsuits alleging discrimination from accessibility barriers by guests with disabilities under Title III of the ADA and related state law claims.
- Advises employers on wage and hour compliance and conducts internal wage hour audits.
- Defend employers in Department of Labor investigations concerning compliance with child labor, overtime, and regular rate of pay calculations.
- Litigates claims against former employees and competitors for violations of restrictive covenants and misappropriation of company trade secrets.
- Served as chief labor negotiator for management in collective bargaining negotiations.
- Represented management in union elections and unfair labor practice charges before the National Labor Relations Board.
- Defends employers before the Department of Labor regarding workplace safety whistleblower complaints filed under Section 11(c) of the OSH Act
- Secured defense jury verdict on behalf of restaurant in race discrimination lawsuit.