

# Snell & Wilmer

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## Caitlin E. White

Associate | Phoenix

Tel. 602.382.6731

[cewhite@swlaw.com](mailto:cewhite@swlaw.com)

### Main Bio

Caitlin White focuses her practice in labor and employment law, helping clients navigate the legal relationships between employers and employees. Caitlin advises and represents clients on matters arising under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Arizona Civil Rights Act (ACRA), the National Labor Relations Act (NLRA), and other state and federal employment laws. Her experience includes counseling and litigating issues such as claims of discrimination, harassment, and retaliation; employee-employer relations including corrective actions, terminations, and reductions in force; policies and handbooks; restrictive covenants; and executive and employment agreements.

Within her employment litigation practice, Caitlin represents employers before state and federal courts and agencies, including the U.S. Equal Employment Opportunity Commission (EEOC) and Arizona Civil Rights Division (ACRD). She also has experience with employment class action litigation and alternative dispute resolution proceedings.

Additionally, Caitlin assists employers manage their labor relations, including representing employers in unfair labor practice charges and union election proceedings, including representation hearings before the National Labor Relations Board.

Before joining Snell & Wilmer, Caitlin clerked for the Honorable Justice John R. Lopez IV of the Arizona Supreme Court.

### Education

- Arizona State University, Sandra Day O'Connor College of Law (J.D., *cum laude*)
  - Symposium Editor, Arizona State Law Journal
  - Willard H. Pedrick Scholar
  - Teaching Assistant: Constitutional Law
  - ASU Law Admissions Aide
  - Academic Success Program Tutor
  - Women's Law Students' Association
  - Sports Law & Business Organization
  - CALI Awards: Secured Transactions, Health Care Fraud
- University of California, Los Angeles (B.A., Political Science)

- Dean's List
- Rho Lambda Honor Society
- Pi Sigma Alpha Political Science Honor Society
- UCLA Athletics, Blue & Gold Student Athletic Recruiter
- Panhellenic Executive Council
- Alpha Delta Pi

## Professional Memberships & Activities

- Federal Bar Association (2022 - present)
- Snell & Wilmer Expanded Hiring Committee (2024 - present)

## Representative Presentations & Publications

- "Key decisions from the NLRB," Presenter, SHRM Labor Conference (April 18, 2024)
- "[Cemented in History: The Supreme Court's Glacier Decision Holds That Employers Can Sue for Strike Damages](#)," Co-Author, Snell & Wilmer Legal Alert (June 8, 2023)
- "Recent Trends in Union Elections," Presenter, SHRM Labor Conference (April 26, 2023)
- "[Walking the Regulatory Tightrope: The Attorney-Client Privilege in an Intertwined World](#)," Co-Author, Snell & Wilmer Legal Alert (January 27, 2023)
- "[2023: The Year Pay Transparency Becomes a Much Bigger Deal](#)," Co-Author, Snell & Wilmer Legal Alert (November 15, 2022)

## Professional Recognition & Awards

- Southwest Super Lawyers®, Rising Stars Edition, Employment Labor (2024)

## Previous Professional Experience

- Arizona Supreme Court, Judicial Law Clerk to Justice John R. Lopez IV (2021-2022)
- Snell & Wilmer, Summer Associate (2020)
- Arizona Coyotes Hockey Club, Legal Intern (2020)
- U.S. District Court for the District of Arizona, Judicial Extern to Hon. Susan R. Bolton (2020)
- Arizona Supreme Court, Administrative Office of the Courts, Extern (2019)
- Pinnacle West Capital Corporation, Law Clerk (2019)

## Bar Admissions

- Arizona

## Court Admissions

- United States District Court, Northern District of Illinois
- Supreme Court of Arizona
- United States District Court, District of Arizona