



## Maria Cáceres-Boneau

### Partner

New York  
+1.212.536.4027

[maria.caceres-boneau@klgates.com](mailto:maria.caceres-boneau@klgates.com)

### OVERVIEW

Maria Cáceres-Boneau is a partner in the firm's Labor, Employment, and Workplace Safety practice. Her practice focuses on counseling employers on the laws governing the workplace to mitigate risk, litigating employment disputes, providing employee trainings, investigating matters, drafting agreements and workplace policies, and advising on business acquisitions. She represents companies of all sizes, from startups to household names, across a broad array of industries, including technology, financial services, real estate, retail, fashion, and healthcare. Maria has successfully defended employers and managers against claims of discrimination, harassment, wrongful discharge, breach of contract, and wage and hour violations. Her experience includes every phase of litigation, from pre-suit demands through trial and appeal.

### PROFESSIONAL BACKGROUND

Prior to joining the firm, Maria was a partner at an international law firm.

### ACHIEVEMENTS

- Recognized in *Best Lawyers: Ones to Watch® in America* for Litigation - Labor and Employment in New York, NY, 2026
- Named to New York Super Lawyers list, 2025
- Named to New York Rising Stars list, 2013-2019

### PROFESSIONAL / CIVIC ACTIVITIES

- Mentor, Yale University Cross College Mentorship
- Mentor, Y Tu Tambien
- Board Trustee, Museum of the Moving Image

## SPEAKING ENGAGEMENTS

- Speaker, "The FTC's Proposed Rule on Non-Competes," Cardozo Law School Heyman Center on Corporate Governance, 3 April 2023
- Speaker, "When Two Worlds Collide: Wage Transparency Laws, RIFs, and other Challenges Facing US Employers Hiring Foreign Talent in 2023," Hispanic National Bar Association (HNBA) Corporate Counsel Conference, 10 March 2023
- Speaker, "Workshop for Founders & Start-Ups: Legal 101," Latinas in Tech Webinar, February 15, 2023
- Speaker, "Allies in Recruiting," 28 September 2022
- Speaker, "Who, What, And Where Of Virtual Lawyering: Insights – How To Excel," New York State Bar Association, Webinar, 3 December 2020
- "Reunión de Trabajo con Empresas del Sector Restaurantero ante la Emergencia del COVID-19," U.S. - Mexico Chamber of Commerce, New York City, 7 April 2020
- "Diversity, Inclusion, and Elimination of Implicit Bias in the Workplace," New York In-House Counsel Meetup, New York City, 7 May 2019
- "Latino Women in U.S. and Cross-Border Business and Initiatives," U.S. – Mexico Chamber of Commerce, New York City, 11 October 2018

## EDUCATION

- J.D., Benjamin N. Cardozo School of Law
- M.S., Hunter College
- B.A., Yale University

## ADMISSIONS

- Bar of New York
- United States District Court for the Eastern District of New York
- United States District Court for the Southern District of New York

## LANGUAGES

- Spanish

## THOUGHT LEADERSHIP POWERED BY HUB

- 17 March 2026, 2026 Update: New Requirements for New Jersey Employers
- 10 February 2026, New York Employment Law Update: 2026 Brings a Wave of New State and Local Laws for New York Employers
- 22 April 2025, Q1 2025 New York Artificial Intelligence Developments: What Employers Should Know About Proposed and Passed AI Legislation
- 20 February 2025, New York Proposal to Protect Workers Displaced by Artificial Intelligence

## OTHER PUBLICATIONS

- Author, "Employer Defense Under the Equal Pay Act Clarified," *SHRM*, 16 January 2024
- Author, "Investigatory Errors Rule Insufficient to Establish Pretext for ADEA Claim," *SHRM*, 18 April 2023
- Author, "No Discrimination When Decision-Maker Was Unaware of Disability," *HRMagazine*, 20 December 2022
- Author, "Short-Term Impairments May Be Covered by the ADA if Sufficiently Severe," *SHRM HR Daily Newsletter*, 7 June 2022
- Author, "Part-Time Work Not Ruled a Reasonable Accommodation," *SHRM*, 2 March 2022
- Co-author, "Learning To Work With Remote Work: Projections for Post-Pandemic Workplace Legal Issues," *New York Law Journal*, 29 October 2021
- Co-author, "Employee Bad Actors: Can Employers Recover?," *New York Law Journal*, 8 January 2020
- Contributing Editor, Chapter 30, "RICO and Labor Law," *The Developing Labor Law (2013 Supplement)*, *Bloomberg BNA*, 2013
- Contributing Editor, Chapter 30, "RICO and Labor Law," *The Developing Labor Law (Sixth Edition)*, *Bloomberg BNA*, 2012
- Contributing Researcher, "International E-Discovery: A Clash of Cultures and Law," *New York Law Journal*, 12 July 2007

## NEWS & EVENTS

- 29 December 2025, K&L Gates Advises HBox on Strategic Growth Investment from Charlesbank Technology Opportunities Fund
- 2 October 2025, Pittsburgh-Mexico Trade, Supply Chain Partnerships, and USMCA Conference
- 12 December 2024, K&L Gates Bolsters Labor, Employment, and Workplace Safety Practice With New York Partner Addition

## OTHER MEDIA MENTIONS

- Quoted, “Stop Asking Job Applicants for Pay History, Experts Say,” *Newsday*, 25 June 2017
- Quoted, “What Did I Make at My Last Job? None of Your Business,” *CNN Money*, 25 April 2017

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Contract Workers
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions
- Global Employer Solutions
- Human Resource Advice and Compliance
- Wage and Hour