



# Cassandra L. Horton

Associate



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## legal expertise

Cassandra L. Horton's practice focuses primarily on traditional labor law/management relations. She advocates for employers in the healthcare, hospitality, higher education, retail, manufacturing, and distribution industries, among others, in labor arbitrations and National Labor Relations Board (NLRB) investigations and litigation, in unfair labor practice and representation proceedings, as well as advises on compliance with the National Labor Relations Act (NLRA). Cassandra also counsels employers on workplace rules, labor laws, and labor relations strategies. She frequently trains employers on positive employee relations and conducts vulnerability assessments to identify areas for improvement and recommend tailored solutions. She also advises non-unionized employers facing union organizing attempts.

In addition to her labor practice, Cassandra conducts internal workplace investigations.

## honors & awards

- "Top 40 Under 40" List, National Black Lawyers (2022-2025)
- "Ones to Watch," *Best Lawyers in America*® in Litigation - Labor and Employment (2025 - 2026)

## professional, business and civic affiliations

- Member, District of Columbia Bar Association
- Member, National Bar Association

## practice areas

labor & employment  
labor litigation & counseling

## admissions

District of Columbia  
Maryland  
U.S. District Court  
District of Columbia

## education

- George Washington University Law School, J.D., 2018
- George Mason University, M.A., 2012
- Lincoln University of Missouri, B.S., 2009, *magna cum laude*

## other career experience

- Associate, Baker, Donelson, Bearman, Caldwell & Berkowitz P. C.
- Associate, Jackson Lewis P.C.
- Paralegal, Retail Industry Leaders Association (RILA) / Retail Litigation Center (RLC)
- Courtroom Clerk, Stafford County Juvenile and Domestic Relations



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## headlines

District Court

Cassandra Horton Selected for Leadership Council on Legal Diversity (LCLD) 2026 Pathfinder Program  
March 13, 2026

37 MSK Attorneys Named Among *The Best Lawyers in America*® for 2026  
*Best Lawyers*, August 21, 2025

Cassandra Horton Selected for Membership on The National Black Lawyers' "Top 40 Under 40" List  
July 18, 2025

Mitchell Silberberg & Knupp Takes Growth Surge Bicoastal With Additions to Labor Practice in New York, D.C.  
Arrival of Prominent Lateral Trio Follows Last Month's Expansion on West Coast  
April 9, 2025

## publications

- "Should Employees Stay or Should They Go: The NLRB and FTC Crack Down on Restrictive Covenants," *Law.com*, November 4, 2024
- "Shaping Speech Policies After NLRB's BLM Protest Ruling," *Law360*, March 14, 2024
- "Joint Employer Joint Responsibility: NLRB Issues Final Joint Employer Rule," *HR Daily Advisor*, November 10, 2023

## events & speaking engagements

Traditional Labor Law Year in Review  
January 21, 2026

- "How to Identify Joint-Employment Arrangements Amid Turmoil in Rule-Making," *Changing Currents in Employment Law*, the D.C. Bar's Annual After-Work CLE (October 2024)