



Rachel Fendell Satinsky

Shareholder

Co-Chair, Staffing, Independent Contractors
and Contingent Workers Practice Group

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Focus Areas

Unfair Competition and Trade Secrets
Staffing, Independent Contractors and Contingent Workers
Litigation and Trials
Policies, Procedures and Handbooks
Discrimination and Harassment
Littler X-celerator Toolkits

Overview

Rachel Fendell Satinsky dedicates her practice to employment litigation and counseling. She proactively advises clients on employment issues including hiring and terminations, leaves of absence, accommodations, harassment, internal investigations, and contingent workers. Most recently, Rachel has provided advice and counsel to businesses regarding the complex employment law issues presented by the COVID-19 pandemic, including vaccination requirements, return-to-work considerations, and addressing employee concerns about COVID-19. In her practice, Rachel partners with clients to draft policies, procedures, and processes that are tailored to clients' business needs and workforce. She regularly advises and represents companies in matters involving the enforcement of restrictive covenants, including covenants not to compete and not to solicit, and the protection of trade secrets. She also has extensive experience drafting multi-state compliant restrictive covenants.

Rachel regularly appears on behalf of clients in federal and state courts and administrative agencies. She has litigated multiple employment discrimination claims through trial.

Her litigation and counseling experience includes representing a range of clients, from Fortune 50 companies to small start-ups. Rachel has a particular focus representing the camping industry. As a life-long camper, she has a unique insight and the understanding necessary to represent and provide guidance to camps of all kinds.

Since 2011, Rachel has served as a volunteer attorney for the Pennsylvania Innocence Project. During law school, Rachel participated in the University of Pennsylvania's Supreme Court Clinic, was a senior editor of the *Journal of Business Law*, and the spring chair of the Moot Court Board.

Professional and Community Affiliations

- Chair, Commodore Recruitment Program (CoRPs), Vanderbilt Alumni Association, Philadelphia Chapter
- 2006 Class Agent, Vanderbilt University

Recognition

- Recipient, Hedley S. Dimock Award, *American Camp Association*® (ACA), 2023
- Named, Lawyer on the Rise, *Philadelphia Business Journal*, 2017
- Fellow, Leadership Philadelphia, *Keepers*, 2019
- Volunteer, *Two-Ten Footwear Foundation*

Education

J.D., University of Pennsylvania, 2010

B.A., Vanderbilt University, 2006, *magna cum laude*

Bar Admissions

Pennsylvania

New Jersey

Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, District of New Jersey

U.S. District Court, Eastern District of Michigan

Publications & Press

Federal and State Authorities Bring Antitrust Enforcement to the Contingent Workforce Sector

Littleler Insight

January 3, 2024

Lawfully Recruiting and Hiring the Best Candidates

American Camp Association

February 13, 2023

City of Philadelphia Announces Food Establishment Vaccine Mandate

Littleler ASAP

December 14, 2021

Hospitality Employers and the new OSHA ETS

Littleler Podcast

November 5, 2021

Supreme Court Narrows the Scope of Claims Available Under the Computer Fraud and Abuse Act

Littleler ASAP

June 8, 2021

DOL Provides Enforcement Reprieve for Certain Seasonal Establishments Coping with COVID-19

Littleler ASAP

September 22, 2020

Avoid becoming #notmetoo: How to establish anti-harassment policies and enforce them

Camp Business

May 6, 2020

How to maintain critical continuity amid furloughs, layoffs

HOTELS Magazine

April 21, 2020

What Employment Issues did the Supreme Court Address this Term, and What's in Store for 2019-2020?

Littleler Insight

July 1, 2019

Supreme Court Holds Independent Contractor Truck Drivers Fall Under Federal Arbitration Act's Transportation Worker Exemption

Little ASAP

January 23, 2019

Littler Elevates 28 Attorneys

Littler Press Release

January 2, 2019

Hey Startups: Take Some Time to Get to Know Employment Law

Philadelphia Business Journal

November 15, 2018

Federal Overtime Rule Injunction Calls for State-Level Attention

Littler Insight

December 20, 2016

Teamwork, Patience and Commitment for a Deserving Man

The Legal Intelligencer

August 31, 2016

Pennsylvania Supreme Court Holds Uniform Written Obligations Act Does Not Allow Employer To Enforce Noncompete Unsupported By Consideration

Littler ASAP

November 23, 2015

Baker's Trade Secret Lawsuit Does Not Lead to 'Sweet' Dreams

Littler Insight

August 14, 2015

Dropbox and the Impact of Personal Cloud Storage on ESI

The Legal Intelligencer

January 29, 2013

Speaking Engagements

Looking Ahead to Summer 2024: Employment Law Considerations

Camp Collab

November 7, 2023

Ask An Attorney

Camp Collab

November 6, 2023

Fostering Diversity and Innovation: Embracing Neurodiverse Talent in the Camp Industry

ACA 2023 Staffing Summit

October 30, 2023

From the Provider Perspective: Updates on Contingent Workforce Laws

September 19, 2023

The Risks and Rise of Contingent Workers

April 25, 2023

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic

November 10, 2022

Best Practices for Recruiting and Interviewing Camp Staff

American Camp Association, Staffing Summit

October 2022

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic

March 17, 2022

The Staffing Morning Show: Coffee with an Attorney and a Consultant

Tri-State Camp Conference

March 16, 2022

Take This Job and Shove It

Tri-State Camp Conference

March 15, 2022

Cocktails with a Lawyer and a Consultant

American Camp Association, Staffing Summit

November 16, 2021

Wellness Priorities for the Camp Workforce – The 2022 Outlook

American Camp Association, Staffing Summit

November 16, 2021

COVID Vaccination from Incentives to Mandates

October 27, 2021

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic

July 26, 2021

New Administration, CW Risk Policy Guidance & Expectations

Staffing Industry Analysts Risk Management & Compliance Workshop

April 13, 2021

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic

April 1, 2021

Legal Pandemic - COVID-19 Legal Issues for 2021

American Camp Association-Northeast CAMP Conference

March 11, 2021

Preparing the Groundwork to Enforce Non-Competes

ACC Webinar - Employment & Labor CLE Institute

February 23, 2021

Protecting Innovations and Strengthening Human Capital in a World of Employee and Corporate Data Mobility

February 8, 2021

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic

November 11, 2020

Business and Financial Strategies in the Age of COVID-19- Nonprofit Camps

American Camp Association Webinar

October 7, 2020

Business and Financial Strategies in the Age of COVID-19 -For Profit Camps

American Camp Association Webinar

October 6, 2020

Furloughs, Layoffs, Quarantines, and Exposures, Oh My! – Employment Law Perspectives You Need to Know

American Camp Association Webinar

June 2, 2020

We're (Almost) Open: Obligations Employers Will Need to Consider as Businesses Prepare to Resume

May 27, 2020

Between a Rock and a Hard Shelter-in-Place | Challenges Employers Will Face When Returning to Work

May 12, 2020

COVID-19 Texoma Camp Directors Forum

American Camp Association Webinar

April 2, 2020

COVID-19 Cascadia Camp Directors Forum

American Camp Association Webinar

April 2, 2020

COVID-19 Southeastern Camp Director Forum

American Camp Association Webinar

April 1, 2020

COVID-19 Northeastern Camp Directors Forum

American Camp Association Webinar

April 1, 2020

The Business of Camp in Uncertain Times

American Camp Association Webinar

March 27, 2020

COVID-19 California Camp Directors Forum Webinar

American Camp Association

March 20, 2020

Wage and Hour Compliance Woes - Is Your Camp Compliant?

American Camp Association, 2020 Tri-State CAMP Conference

March 11, 2020

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic

March 11, 2020

Employment Law ABCs

Drexel University, Laurence A. Baiada Institute for Entrepreneurship

February 13, 2020

Professional Service Providers Advice for Success

AVF Education Day 2020
February 7, 2020

Keep a Lid on It - Hot Topics to Consider Before the Next Camp Season

Camp Collab ATX
November 18, 2019

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic
October 30, 2019

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic
July 10, 2019

Red Flag Employment Issue-Spotting for Busy Businesses

Philadelphia Industrial Development Corporation
June 13, 2019

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic
March 13, 2019

#NotMeToo

American Camp Association ACA Virginias Conference
January 8, 2019

#NotMeToo

American Camp Association ACA Keystone Regional Retreat
November 9, 2018

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic
October 30, 2018

Employment Law 101

Drexel University, Laurence A. Baiada Institute for Entrepreneurship
October 25, 2018

Conducting Effective Workplace Investigations

Association of Corporate Counsel (ACC)

October 10, 2018

Employment Law and 21st Century HR Strategies

Philadelphia Industrial Development Corporation

September 25, 2018

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic

July 10, 2018

Time's Up, #MeToo, and Diversity in the Entertainment Industry

University of Pennsylvania Law School, Philadelphia, PA

March 14, 2018

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic

March 14, 2018

Red Flag Employment Issue-Spotting for Busy Businesses

Philadelphia Industrial Development Corporation

October 24, 2017

Conducting Internal Investigations of Executives for Workplace Misconduct: Legal and Ethical Considerations

Strafford Webinar

July 13, 2017

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic

July 11, 2017

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic

March 29, 2017

Fair Labor Standards Act Seminar

Lorman Education Services

February 2013

Books & Book Chapters

- Restrictive Covenant and Trade Secret chapter, *An Introduction to Health Law Litigation Based On Contract and Government Claims*, co-authored with Kristine Grady Derewicz, 2016