Littler

Rachel E. Simons

Associate

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Practice Areas

Wage and Hour
Handbooks and Policies
Discrimination and Harassment
Whistleblowing, Compliance and Investigations

Overview

Rachel E. Simons has experience in a variety of labor and employment law matters, in both federal and state court. She has handled all aspects of pre-litigation and litigation, up to and including trial. Her practice includes client counseling on various employment issues, drafting and answering pleadings, issuing and responding to written discovery, making and opposing motions, conducting and analyzing legal research, and preparing for both deposition and trial testimony. In her experience, Rachel has successfully had claims dismissed in federal court, initiated cross-complaints in state court, and prepared for other claims compelled to private arbitration and mediation. Rachel's attention to detail, along with her skill at addressing the variety of concerns raised by clients, helps provide successful representation of employers.

At McGeorge School of Law, Rachel graduated second in her class, earning her Juris Doctorate with Great Distinction. She received a Capital Lawyering concentration and was on the Dean's List each year. She is a member of Phi Kappa Phi Honor Society and the Traynor Society. She attended undergrad at San Diego State University, double-majoring in Journalism and Political Science. Prior to becoming an attorney, Rachel worked in and around the California State Assembly for over five years, where she gained immeasurable legislative and political experience.

Professional and Community Affiliations

- Member, Women Lawyers of Sacramento
- Member, Sacramento County Bar Association
- Member, American Bar Association

Recognition

- Member, *Phi Kappa Phi Honor Society*
- Member, *Roger Traynor Honor Society*

Education

J.D., University of the Pacific McGeorge School of Law, 2018, *With Great Distinction*
B.A., San Diego State University, 2008, *With Distinction*

Bar Admissions

California

Courts

U.S. District Court, Eastern District of California
U.S. District Court, Northern District of California
U.S. District Court, Central District of California
U.S. District Court, Southern District of California

Publications & Press

California Civil Rights Department (CRD) Ramps Up Enforcement of the California Fair Chance Act (CFCA)
Littler ASAP
August 18, 2025

News of an Employee's Arrest or Pending Criminal Charges Poses a Dilemma for California Employers
Littler ASAP
July 21, 2025