



Rachel Fendell Satinsky

Shareholder

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

Three Parkway
1601 Cherry Street, Suite 1400
Philadelphia, PA 19102
main: +1 (267) 402-3000
direct: (267) 402-3071
fax: +1 (267) 402-3131
rsatinsky@littler.com



Practice Areas

Unfair Competition and Trade Secrets
Contractors, Staffing and Contingent Workers
Litigation and Trials
Handbooks and Policies
Discrimination and Harassment

Overview

Rachel Fendell Satinsky is a seasoned attorney concentrating in employment litigation and counseling. Rachel has successfully represented a range of clients, from Fortune 50 companies to start-ups, in federal and state courts and before administrative agencies. She has experience with all aspects of litigation including obtaining successful resolutions on summary judgment, at trial, and on appeal. Her litigation and counseling experience spans various industries, including retail, financial services, and healthcare. Rachel also has a focus on the camp industry and is recognized as a leading authority in that field.

Known for her commitment to creating long-term relationships with clients, Rachel gets the importance of deeply comprehending their business. She prides herself on building relationships based on trust, ensuring that her legal advice is not only legally sound but also aligned with the unique needs and goals of each client. She collaborates closely with clients to develop policies, procedures, and processes that align with their business needs and workforce dynamics. In her practice, Rachel proactively advises clients on a broad spectrum of employment issues:

- Independent contractors, temporary workers, and staffing agencies
- Policies and procedures
- Hiring and terminations
- Leaves of absence and accommodations
- Internal investigations

Rachel also has significant experience drafting and litigating restrictive covenant agreements and related issues, including:

- Enforcing covenants not to compete and not to solicit, as well as covenants protecting confidential information and trade secrets, in jurisdictions across the country
- Obtaining temporary restraining orders (TRO) and chairing preliminary injunction hearings in restrictive covenant litigation
- Drafting multistate restrictive covenant agreements and advising clients on the implementation of agreements and ongoing compliance

Beyond her active employment law practice, Rachel has been a volunteer attorney for the Pennsylvania Innocence Project since 2011.

During law school, Rachel participated in the University of Pennsylvania's Supreme Court Clinic, served as a senior editor of the *Journal of Business Law*, and held the position of spring chair of the Moot Court Board.

Professional and Community Affiliations

- Board of Directors, American Camp Association

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, Western District of Pennsylvania

U.S. District Court, District of New Jersey

U.S. District Court, Eastern District of Michigan

Publications & Press

Rescission of NLRB General Counsel memos on non-compete agreements indicates shift in enforcement priorities

Wolters Kluwer

February 24, 2025

Rescission of NLRB General Counsel Memos on Non-Compete Agreements Indicates Shift in Enforcement Priorities

Littler ASAP

February 19, 2025

Noncompetes: The Top Guest Articles Of 2024

Law360

December 23, 2024

Pro Bono Week Podcast – Pennsylvania Innocence Project

Littler Podcast

October 25, 2024

What's Next After NLRB Ruling On Overbroad Noncompetes

Law360

July 29, 2024

Pennsylvania Enacts Law Banning Certain Non-Compete Agreements with Healthcare Providers

Littler ASAP

July 26, 2024

Pennsylvania Federal Court Declines to Block FTC's Non-Compete Rule

Littler ASAP

July 24, 2024

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

Littler ASAP

January 3, 2024

Lawfully Recruiting and Hiring the Best Candidates

American Camp Association

February 13, 2023

City of Philadelphia Announces Food Establishment Vaccine Mandate

Littler ASAP

December 14, 2021

Hospitality Employers and the new OSHA ETS

Littler Podcast

November 5, 2021

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

Littler ASAP

June 8, 2021

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

Littler 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?

Littler ASAP

July 1, 2019

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

Littler ASAP

January 23, 2019

Littler Elevates 28 Attorneys

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 ASAP

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 ASAP

August 14, 2015

Dropbox and the Impact of Personal Cloud Storage on ESI

The Legal Intelligencer

January 29, 2013

Events & Speaking Engagements

Self-Harm at Camp

American Camp Association, New England

January 27, 2025

Staff Management and Legal Compliance in Camp Operations

The Staffing Summit, American Camp Association

October 30, 2024

Lessons Learned from 2024

Camp Collab

October 29, 2024

Camp Collab

October 28, 2024

Creating Safe Camp Environments: Harassment Prevention, Policy, Training, and Investigations

2024 American Camp Association Tri-State CAMP Conference

March 2024

Crafting Inclusive and Legal Job Descriptions

2024 American Camp Association Tri-State CAMP Conference

March 2024

Creating Safe Camp Environments: Harassment Prevention, Policy, Training and Investigations

American Camp Association, Business of Camp Conference

February 28, 2024

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 Rise and Risks of Leveraging Contingent Workers

Littler Executive Employer Conference, Phoenix, AZ

May 11, 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

Wellness Priorities for the Camp Workforce – The 2022 Outlook

American Camp Association, Staffing Summit

November 16, 2021

Cocktails with a Lawyer and a Consultant

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