



Rachel Ring

Associate

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Practice Areas

Labor Management Relations
Handbooks and Policies
Drugs and Alcohol
Healthcare
Transportation

Overview

Rachel Ring advises and represents employers in a variety of traditional labor law matters, including:

- Collective bargaining negotiations
- Contract administration
- Responding to unfair labor practice claims
- Labor arbitrations
- Union organizing

Rachel leads and develops training sessions to help clients (and their HR staff, front line managers and supervisors) avoid contract disputes, minimize legal liability, mitigate risk and improve employee relations. In addition to traditional labor law matters, Rachel counsels clients in the field of federal and state drug and alcohol testing laws.

Prior to joining Littler, Rachel served as an assistant general counsel and labor relations specialist in the public sector. She has previous experience in the healthcare and transportation industries.

Education

J.D., George Washington University Law School, 2014
M.A., Fordham University, 2011
B.A., Fordham University, 2010

Bar Admissions

Massachusetts

Courts

U.S. District Court, District of Massachusetts

Publications & Press

Former NLRB GC Abruzzo’s Parting Words on the Complementary Relationship between NLRA and EEOC Statutes

Littler ASAP

January 28, 2025

The NLRB decision on mandatory employer meetings has other, less obvious implications for employers

Westlaw Today

December 12, 2024

NLRB Jettisons 76-Year-Old Precedent Covering Workplace Meetings

Littler ASAP

November 20, 2024

The NLRB Decision on Mandatory Employer Meetings Has Other, Less Obvious Implications for Employers

Littler ASAP

November 20, 2024

NLRB Rescinds 2020 “Election Protection Rule”

Littler ASAP

July 31, 2024

Fifth Circuit Scolds NLRB in Case about Employee Outbursts and Requires Board on Remand to Use Standard it Purported to Overrule

Littler ASAP

July 24, 2024

D.C. Circuit Rejects NLRB Surveillance Decision as “Nonsense”

Littler ASAP

April 16, 2024

NLRB’s Cemex Decision - Not Exactly Card Check, but Awfully Close

Littler ASAP

August 28, 2023

Washington Amends Law to Protect Off-Duty Marijuana Use in 2024

Littler ASAP

May 19, 2023

NLRB follows the General Counsel’s Lead: Enhanced Remedies May Now Apply to Bad-Faith Bargaining

Littler ASAP

April 26, 2023

With American Steel, Micro-Units Are Again a Likely Possibility

Littler ASAP

December 15, 2022

Recreational Marijuana in Missouri Is Coming Soon – What Employers Need to Know

Littler ASAP

November 11, 2022

Events & Speaking Engagements

Healthcare Organizing Dominoes: Are Physicians and Providers Next?

April 9, 2025

Understanding the NLRB’s Healthcare Rule in Light of Recent Union Organizing Trends and Board Decisions

September 25, 2024

Marijuana and Related Substances – Updates and Tennessee Implications

Tennessee Society for Healthcare Human Resources Administration State Conference, Brentwood, TN

September 19, 2024

Labor Developments Affecting Healthcare in Tennessee and Beyond

Tennessee Society for Healthcare Human Resources Administration State Conference, Brentwood, TN

September 19, 2024

2023 New England Regional Employer Conference

Boston, MA

November 14, 2023

Preventative Medicine: The Renewed Focus on Organizing the Healthcare Industry

Tennessee Society for Healthcare Human Resources Administration State Conference, Brentwood, TN

August 25, 2023

Books & Book Chapters

- Is the Expansion of Protected, Concerted Activity Here To Stay? Tracing the Changing Interpretations of PCA and What May Lay Ahead Under Trump 2.0, *American Bar Association Section of Labor and Employment Law, National*

Conference on Equal Employment Opportunity Law, Co-author with Kameron Miller, March 2025