

Partner



Rachel M. Manne leads the Firm's Counseling Practice Group and Training and Development Practice Group. Rachel has extensive expertise in partnering with employers on a broad range of employment law issues. She regularly advises on employer policies, hiring, employment agreements, restrictive covenants, leaves of absences, performance management and terminations, relying upon her deep experience and knowledge of the law in these areas. Her practical approach to workplace solutions has led to the development of long-lasting relationships with her counseling clients and Rachel continues to seek meaningful partnerships to help businesses thrive.

Rachel is also a leader in the firm's employment law training practice, providing training to C-suite executives, supervisors, Human Resources professionals, and employees at large and mid-sized companies as well as small businesses on a variety of topics, including: prevention of harassment and discrimination, FMLA, ADA, respect in the workplace, emotional intelligence, unconscious bias, upstander conduct, and effective performance management. She has developed innovative materials to interact and connect with varied audiences and has received significant praise from clients on her practical training approach and demeanor.

In advising clients on potential legal risks and training workforces, Rachel brings an extensive background in employment litigation through which she has successfully handled matters involving discrimination, sexual harassment, whistleblower retaliation, executive compensation, contractual agreements, defamation, and wage and hour laws. In addition to her representations in federal and state courts in New Jersey and New York, she has represented clients before arbitration panels, including FINRA, and has defended claims brought before administrative agencies including the Equal Employment Opportunity Commission, the New York Division of Human Rights and the New Jersey Division of Civil Rights.

In her leisure time, Rachel enjoys traveling, reading, and spending time with her family. She can also be found watching her kids on basketball courts or baseball and soccer fields. Rachel has been a lifelong athlete and sports fan, and is proud to have coached youth baseball, softball and basketball. She is currently the pitcher for her Millburn Recreation Women's Softball team. In addition, she has recently served on various boards of her synagogue, assisting with key decisions and policymaking.

AWARDS & HONORS:

- Super Lawyers® Employment & Labor, (2017, 2018)
- Super Lawyers® Rising Star, Employment & Labor (2010 - 2015)

PROFESSIONAL EXPERIENCE:

- Kramer Levin Naftalis & Frankel LLP, New York, NY
 - Associate – Employment Law Department (April 2004 - May 2008)
- Davis, Polk & Wardwell, New York, NY
 - Associate – Litigation Department (September 2000 - August 2001/September 2002 - March 2004)

FEDERAL JUDICIAL CLERKSHIP:

- Honorable Lawrence M. McKenna (2001 - 2002)
 - United States District Court, Southern District of New York

EDUCATION:

- Fordham University School of Law (J.D., cum laude and Order of the Coif, Fordham Law Review, May 2000)
- Cornell University (B.S., Human Service Studies, 1997)
 - Dean's List and National Honor Society

BAR ADMISSIONS:

- State of New Jersey (2000)
- United States District Court, District of New Jersey (2000)
- State of New York (2001)
- United States District Court, Southern District of New York (2002)
- United States District Court, Eastern District of New York (2002)

RECENT SPEAKING ENGAGEMENTS:

- Nine Jurisdictions Require Workplace Harassment Training Requirements, Nukk-Freeman & Cerra Webinar (March 2023)
- Employment Laws the Pandemic Forgot, Nukk-Freeman & Cerra PC, Hot Topics in Employment Law Seminar (November 2022)
- 2022 Mid-Year Employment Law Check In... Are You in Compliance with the Most Important Law Changes?, Nukk-Freeman & Cerra Webinar (July 2022)
- Clearing the Haze Around Workplace Marijuana Rules, Nukk-Freeman & Cerra Webinar (June 2021)
- One Year into the Pandemic: Key COVID-19 Considerations & Challenges for Employers, Hot Topics in California Employment Law webinar, Nukk-Freeman & Cerra PC (April 2021)
- Lawyers as Leaders: Emotionally Intelligent Leadership, Community Health Law Project (CHLP) Seminar (November 2020)
- Key COVID-19 Considerations and Challenges for Employers, Nukk-Freeman & Cerra, PC Hot Topics in Employment Law Seminar (November 2020)

RECENT SPEAKING ENGAGEMENTS: *(Continued)*

- Artificial Intelligence - Is Its Impact on the Workplace "Smart" Business?" Association of Corporate Counsel New Jersey Annual Conference (September 2020)
- Breaking the Age Barrier: Combating Biases in a Multi-Generational Workforce, New York Academy of Trial Lawyers CLE Program (July 2020)
- What to do NOW to Get Ready for Employees Returning to Work, Nukk-Freeman & Cerra, PC COVID-19 Webinar (April 2020)
- Challenges of Managing a Multi-Generational Workforce – Breaking the Barriers, Nukk-Freeman & Cerra, PC Hot Topics in Employment Law Seminar (November 2019)
- Artificial Intelligence & Unconscious Bias, Prudential MWOLF Conference (November 2019)
- Panelist, Redefining the 9 to 5, moderated by The Upside (October 2019)
- NJ's Changing Paid Family Leave Laws: Are You Prepared to Comply?, Nukk-Freeman & Cerra, PC Webinar (June 2019)
- Panelist, ADP Women in Leadership Event (May 2019)
- Best Practices: How to Manage Your Labor Costs While Complying with New Legislation, ADP Lunch Seminar, (March 2019)
- Legislative & Strategic Trends in the Aftermath of the "Me Too" Movement, NFC Hot Topics in Employment Law Seminar, Panel Presentation (November 2018)
- Employee Leave 101: A Primer on the FMLA, ADA and NYPFL, NFC Hot Topics in Employment Law Seminar (November 2017)
- Beyond the Bathroom, Best Practices for Transgender Inclusion in the Workplace, NFC Webinar (October 2017)
- Hiring to Firing, presented to Millburn/Short Hills Work Moms Breakfast Seminar (May 2017)

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