

RACHEL M. MANNE, ESQ.
Partner



Rachel Manne has expertise in counseling employers on a broad range of employment law issues. She regularly partners with clients to assist in making key decisions relating to workplace issues. As part of her practice, Ms. Manne regularly drafts and advises on employer policies, handbooks, employment agreements, restrictive covenants, and separation agreements relying upon her deep knowledge of the law in these areas. Ms. Manne is also a leader in the firm's employment law training practice, providing training to supervisors, Human Resources professionals, and employees at large and mid-sized companies as well as small businesses on a variety of topics, including: preventing 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, Ms. Manne 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, Ms. Manne 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, Ms. Manne enjoys traveling and spending time with her family and can be seen on most weekends watching her kids on basketball courts or baseball and soccer fields. She has been a lifelong athlete and sports fan and is currently the pitcher for her Millburn Recreation Women's Softball team. Ms. Manne is also a member of her synagogue's Hebrew School Board where she assists with policy and decision-making.

HONORS AND AWARDS:

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

RECENT PUBLICATIONS:

- "Preparing for the Separation Agreement 'Fire Drill', New Jersey Law Journal, (June 2016)
- "Employee Social Media Accounts: What Employers Can and Can't Do", New Jersey Law Journal (December 2013)
- "Large Firm Life, Positive Lifestyle Changes", New York Law Journal (June 1, 2007)
- "Large Firm Life, Reliving Little League Days", New York Law Journal (February 2, 2007)
- "Playing Favorites in the Workplace", Metropolitan Corporate Counsel, co-authored with Kevin B. Leblang (November 2005)

RECENT SPEAKING ENGAGEMENTS:

- "Clearing the Haze Around Workplace Marijuana Rules", Nukk-Freeman & Cerra Webinar, (May 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)
- "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 on "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 Workmoms Breakfast Seminar, (May 2017)
- Conducting an Effective Workplace Investigation, presented to New Jersey Risk Management Society (May 2015)
- Background Checks: Ensuring that Your Policies and Processes Comply, Nukk-Freeman & Cerra Webinar (March 2015)
- Background Checks: Ensuring that Your Policies and Processes Comply, Nukk-Freeman & Cerra Webinar (March 2014)

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, May 2000)
 - Fordham Law Review Cornell University (B.S., Human Service Studies, 1997)

ADMISSIONS:

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