SHERRARD, GERMAN & KELLY, P.C.
ATTORNEYS AT LAW

Rachel D. Felton

Shareholder

Ms. Felton is a Shareholder and a member of the firm's Employment Services and Litigation and Dispute Resolution practice groups.

Ms. Felton is an experienced employment law attorney who provides a full range of employment services, including counseling companies on day-to-day employee issues, drafting and reviewing key HR documents, and representing companies before federal and state administrative agencies and courts.

Ms. Felton regularly counsels employers on issues that arise throughout the employee life cycle, such as pre-employment and hiring practices, drug testing, wage and hour law, leave, accommodations, performance management, disciplinary actions, and termination. She also advises on and drafts policies and procedures, employee handbooks, employment agreements, confidentiality and restrictive covenant agreements, and separation and release agreements.

Ms. Felton's practice also involves defending companies before federal and state administrative agencies, including the Equal Employment Opportunity Commission, Pennsylvania Human Relations Commission, OSHA, and the National Labor Relations Board. Her experience in federal and state court includes defending harassment and discrimination claims, wrongful termination claims, wage and hour claims under the Fair Labor Standards Act and Pennsylvania Minimum Wage Act, and enforcing non-competition and non-solicitation agreements.

No matter what Rachel is doing, her goal is to provide responsive, practical advice that considers business needs, while minimizing legal risks.

Representative Services

- Employment and Labor
- Commercial Litigation and Dispute Resolution

Education

- 2007 J.D., cum laude, Order of the Coif, University of Pittsburgh School of Law
  Associate Articles Editor, Journal of Law and Commerce Note, "IBP, Inc. v. Alvarez: Has the Supreme Court Placed Employers on the Cutting Block?," 26 J.L. & Comm. 129 (2006-07)
- 2007 M.P.A., University of Pittsburgh Graduate School of Public and International Affairs
- 2002 B.A., summa cum laude, University of Pittsburgh

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Practice Areas

- Employment
- Litigation and Dispute Resolution

Bar Admission

- Commonwealth of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania

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Professional & Community Activities

- Member, Allegheny County Bar Association
- Member, Pennsylvania Bar Association
- Member, Pittsburgh Human Resources Association

Selected Engagements

- Obtained summary judgment on Title VII claim for race discrimination
- Assisted large, multi-state employers with company-wide layoffs and reductions in force
- Conducted investigations of alleged compliance violations or allegations of harassment, discrimination, or retaliation
- Obtained dismissal of charges before OSHA and the NLRB
- Drafted employee handbooks and non-competition and non-solicitation agreements for nationwide employers
- Secured injunctive relief before federal and state courts for enforcement of former employees' non-competition and/or non-solicitation obligations

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