Proskauer



Contact

Rachel S. Philion

Partner

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Rachel S. Philion is a partner in the Labor & Employment Law Department and a member of the Wage and Hour, Employment Litigation & Arbitration, and Class and Collective Actions Groups.

Rachel represents management across all industries in a broad array of employment matters, including wage-and-hour, discrimination, harassment, and retaliation, as well as whistleblowing, wrongful discharge and breach of contract disputes. A skilled litigator, she has extensive experience defending nationwide class and collective actions.

In addition to Rachel's active employment litigation practice, she regularly advises clients on litigation avoidance strategies and compliance issues, conducts wage and hour audits and leads workplace investigations.

Rachel was recognized by The Legal 500 as a "Rising Star" for 2019 and a "Next Generation Lawyer" for 2020-2021, and as a "Rising Star" by New York Super Lawyers for 2017-2020. She is a past member of the Committee on Labor and Employment Law of the New York City Bar Association, and of the Executive Committee of the Labor and Employment Law Section of the New York State Bar Association and former co-chair of the Section's New Lawyers' Committee.

Rachel also serves as Vice-Chair of the Firm's Hiring Committee and Co-Chair of the Firm's Summer Associate Program.

Practices

Class & Collective Actions, Discrimination, Harassment & Title VII, Wage and Hour, Employment Litigation

Education

University of Pennsylvania Carey Law School, J.D.

Northeastern University, B.A.

summa cum laude

Admissions & Qualifications

New York

Court Admissions

U.S. Court of Appeals, First Circuit

U.S. Court of Appeals, Ninth Circuit

U.S. District Court, New York, Southern District

U.S. District Court, New York, Eastern District

Memberships

NYCBA Labor & Employment Committee Member

Awards & Recognition

Benchmark Litigation Future Star 2026

Benchmark Litigation, '40 and Under' 2023-2025

New York Super Lawyers "Rising Stars" 2017-2020

The Legal 500 United States: Labor & Employment: Disputes (including Collective Actions): Defense: Next Generation Lawyer 2020-2021

The Legal 500 United States: Labor & Employment: Disputes (including Collective Actions): Defense: Rising Star 2019

The Legal 500 United States: Employment Litigation & Arbitration 2018

"Top 50 Women," New York Metro Super Lawyers, 2019