

Rachel C. Paulk

Associate

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Focus Areas

Litigation and Trials
Discrimination and Harassment
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation
Financial Services
Construction

Overview

Rachel Paulk focuses her practice on labor and employment law issues. Rachel defends clients in matters pending before the Equal Employment Opportunity Commission, administrative personnel boards and agencies, as well as state and federal courts. In addition to her litigation practice, Rachel provides counseling and guidance to clients on employee handbooks and policies, disciplinary investigations, and significant personnel decisions.

Prior to joining Littler, Rachel's litigation practice involved representing and defending diverse financial institutions and professionals, including banks, insurance companies, directors, broker-dealers, registered representatives, agents, accountants, property managers, engineers, and architects, against varied professional liability and securities claims in federal and state courts and arbitrations. Rachel also served as a judicial intern to the Hon. L. Scott Coogler of the U.S. District Court for the Northern District of Alabama. She clerked for global and Alabama firms practicing employment law, as well as The University of Alabama Office of Counsel during law school. She served as articles editor of the *Alabama Law Review*.

Professional and Community Affiliations

- Member, Volunteer Lawyers Birmingham Junior Board

- Member, Workshops Empowerment Inc. Junior Board
- Member, Rotaract Club of Birmingham
- Member, Labor and Employment Law Section, American Bar Association
- Member, Labor and Employment Law Section, Alabama Bar Association
- Member, Women Lawyers Section, Birmingham Bar Association

Recognition

- Bench and Bar Legal Honor Society, *University of Alabama School of Law*
- High Pass Trial Advocacy I, *University of Alabama School of Law*
- Order of the Samaritan, *University of Alabama School of Law*
- Recipient, Student Pro Bono Award and Dean's Community Service Award, *University of Alabama School of Law*

Education

J.D., University of Alabama School of Law, 2018

B.A./B.S., University of Alabama, 2015, *summa cum laude*

Bar Admissions

Alabama

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Northern District of Alabama

U.S. District Court, Middle District of Alabama

U.S. District Court, Southern District of Alabama

Publications & Press

Alabama Joins Pushback on Vaccine Mandates

Littler ASAP

November 8, 2021

Arbitration Class Waivers, Independent Contractor Classification, and the Blockade of Workers' Rights in the Gig Economy

69 Ala. L. Rev. 533

2017