

RACHEL ZIOLKOWSKI ULLRICH

Partner / Dallas, Houston

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Rachel Ziolkowski Ullrich is an experienced litigator and trial lawyer who represents employers throughout Texas and beyond.

Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization, Rachel is one of the most experienced litigators in the firm and has represented clients in litigations, trials, arbitrations, appeals and a variety of administrative hearings (EEOC, Texas Workforce Commission, Department of Labor, OSHA and other state and federal agencies) nationwide. Rachel is not afraid to take a case to trial, and has the track record to prove it.

An employer's confidential information is extremely important and worthy of protection so Rachel routinely works with employers on creating confidentiality agreements and restrictive covenants such as non-disclosure, non-solicitation and non-competition agreements to protect those interests. She also works with employers who have hired or want to hire new employees with existing restrictive covenants deal with the legalities of those situations. Rachel's litigation practice includes both sides of the docket on restrictive covenant issues and she is not afraid to rush into court to obtain a temporary restraining order for a client when necessary.

When she isn't handling litigations, Rachel provides counseling services to clients on a variety of issues, including diversity and inclusion, employee discipline and terminations, labor relations, wage and hour, medical leave and workplace accommodation issues. She also assists employers in creating policies and handbooks that are compliant nationwide. As a litigator who has seen the dramatic increase in jury verdicts in employment cases throughout the country in recent years, Rachel believes that in person management training is a company's best defense against such verdicts and regularly provides top notch, interactive training to the firm's clients.

Rachel is a routine writer and presenter on a variety of employment law issues and has a knack for knowing what the "next big issue" will be in employment law, allowing her clients to stay ahead of emerging issues. For example, Rachel has been speaking across the country about how the rise in anti-Semitism in this country has

EDUCATION

- » University of Houston Law Center (J.D., 1997)
- » University of Houston (B.S., *magna cum laude*, 1994)

BAR ADMISSIONS

- » Texas

COURT ADMISSIONS

- » U.S. Court of Appeals for the Sixth Circuit
- » U.S. Court of Appeals for the Fifth Circuit
- » U.S. District Court for the Southern District of Texas
- » U.S. District Court for the Western District of Texas
- » U.S. District Court for the Northern District of Texas
- » U.S. District Court for the Eastern District of Texas
- » U.S. District Court for the District of Colorado

impacted the workplace.

Rachel's clients come in all shapes and sizes and she represents a wide range of industries including retail, hospitality, oil & gas, automobile dealerships, veterinary services, printing, insurance, manufacturing, aviation, technology, and non-profit. While her work is primarily throughout Texas, she has handled matters nationwide. A graduate of the Conrad N. Hilton College of Hotel and Restaurant Management, she has a real appreciation for the restaurant and hospitality industries and is passionate about reducing food insecurity, particularly in young children. Rachel is a frequent volunteer at her local elementary school's peace pantry which provides food support to over 50 families every week during the school year.

Representative Experience

- » Defense verdict in a reverse discrimination case on behalf of an oil company in Dallas County, Texas.
- » Published Fifth Circuit opinion affirming summary judgment in favor of client in race discrimination and retaliation case.
- » Obtained summary judgment on behalf of major retail client in disability and race discrimination case in the Northern District of Texas.
- » Defense verdict in a religious discrimination case on behalf of a credit union in Maryland state court.
- » Defense verdict in a national origin discrimination case on behalf of an oil services company in the Western District of Texas – Midland/Odessa.
- » Defense verdict in a sexual harassment case on behalf of a major retailer in Harris County, Texas.
- » Defense verdict in a retaliation case on behalf of a nationwide retailer in the Eastern District of Louisiana, New Orleans Division.
- » Defense verdict in a pregnancy discrimination case against a Texas municipality in the Southern District of Texas, Galveston Division.
- » Obtained summary judgment in the Eastern District of Texas, Texarkana Division, on an age/disability/sex discrimination case.
- » Obtained summary judgment in the Northern District of Texas, Fort Worth Division on behalf of a national retailer on claims of disability, age, national origin and sex discrimination.

- » Obtained summary judgment in the Southern District of Texas, Corpus Christi Division on behalf of a national retailer on claims for FMLA retaliation and interference, disability discrimination, age discrimination and sex discrimination. Plaintiff's appeal was upheld by the Fifth Circuit.
- » Obtained dismissal for failure to state a claim in the Western District of Texas, El Paso Division on behalf of a major retailer on claims of race discrimination pursuant to Section 1981.
- » Represents clients in complex employment disputes alleging discrimination, retaliation, and harassment, including drafting, filing, and arguing motions and pleadings in state and federal court.
- » Represents clients before federal and state administrative agencies such as the EEOC and the Texas Workforce Commission, including responding to charges of discrimination and defending unemployment and Pay Day Act claims.
- » Represents clients before the Department of Labor in wage and hour investigations conducted by the Department.
- » Represents clients in wage and hour collective actions claims.
- » Provides counseling and advice to clients on reductions in force, severance agreements and other termination issues.

Honors & Awards

- » *Best Lawyers in America* - Litigation - Labor and Employment (2024-2025)
- » "The Top 50 Attorneys of Dallas for 2023," *Attorney Intel*
- » "2020 Women Worth Watching," *Profiles in Diversity Journal* magazine
- » "Texas Super Lawyers," *Super Lawyers* magazine (2020-2022)
- » "Texas Rising Stars," *Super Lawyers* magazine (2008-2009, 2011)

Memberships

- » American Bar Association
- » Texas Bar Association
- » Dallas Bar Association, Employment Law Section

- » Texas Women's Foundation, XIX Society
- » National Association of Women Lawyers
- » Lakewood Service League, Special Projects Chair ('17-'20)

News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, An Overview of Employment Discrimination Claims and the Administrative Remedies Process
- » July 14, 2025 - Changes To Texas Noncompete Rules for Physicians and Certain Other Healthcare Providers Effective September 1, 2025
- » March 26, 2025 - Crackdown on Antisemitism in Education is Not Just Limited to Students
- » February 19, 2025 - "Kanye's Wife's Grammy Dress Provides a Lesson in Dress Codes," EntertainHR
- » November 18, 2024 - Federal District Court Invalidates DOL Overtime Rule

Events

- » April 16, 2025 - Crackdown on Antisemitism in Education is Not Just Limited to Students - Complimentary Webinar
- » May 01, 2024 - Navigating Internal Investigations - Complimentary Webinar
- » February 27, 2024 - 2024 Employment Law Outlook: A Comprehensive Preview - Complimentary Webinar
- » November 30, 2023 - Standing Up to Antisemitism in the Workplace – The Florida Holocaust Museum's Lawyers of Conscience
- » October 18, 2023 - Unfair Competition or Unfair Labor Practice? A Survey of Recent Developments in Noncompete Laws - FordHarrison Texas Webinar Series

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