



Rachel S. Janger

Senior Counsel

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Rachel S. Janger focuses her practice on Railway Labor Act (RLA) matters. She regularly represents employers before the National Mediation Board, in labor arbitrations, and in RLA-related litigation in courts at the state and federal levels. She also provides legal advice to clients on collective bargaining and labor issues arising from the bankruptcy of unionized employers. Rachel provides legal counsel to an array of businesses, including airlines, airline service providers, and non-profit organizations.

In addition to her work in the aviation industry, Rachel has spent more than a decade advising and providing training to clients on compliance with state and federal anti-discrimination and other employment and labor laws. Forging close relationships with her clients, she advises on termination and discipline decisions, as well as on issues arising under the National Labor Relations Act. She also drafts employment agreements and handbooks, and conducts and supervises internal investigations of alleged discrimination.

Rachel is a senior editor of the preeminent treatise on airline labor law, *The Railway Labor Act* (BNA 2012).

Admissions

Bar Admissions

District of Columbia
New York

Court Admissions

US District Court for the District of Columbia and the District of Maryland
US Court of Appeals for the Third Circuit

Education

New York University, J.D.: *cum laude*;
Associate Editor, *New York University Law Review*

University of Pennsylvania, B.A.,
International Relations: *cum laude*

Experience

- Obtained dismissal of complaint brought by a putative class of pilots alleging breach of the collective bargaining agreement resulting in reduction of pay longevity and collusion in an alleged breach of the duty of fair representation by the pilots' union. See *Cunningham v. United Airlines, et al.* 2014 U.S. Dist. LEXIS 13414, Case No. CV 13-5522 (N.D. Ill. February 4, 2014), aff'd, 2014 U.S. App. LEXIS 19248 (7th Cir. Ill., Oct. 8, 2014)
- Obtained dismissal of complaint challenging the company's changes to its employee pass travel program following the merger of United and Continental Airlines. See *Wyatt v. United Airlines*, 200 L.R.R.M. (BNA) 3384, 2014 U.S. Dist. LEXIS 112202 (E.D.N.C August 13, 2014)
- Represented an airline in obtaining a preliminary injunction against its pilots' union to stop a work slowdown, which was later converted to a permanent injunction by agreement. See *United Air Lines, Inc. v. Air Line Pilots Ass'n Int'l*, 185 L.R.R.M. (BNA) 2562 (N.D. Ill. Nov. 17, 2008), aff'd, 563 F.3d 257 (7th Cir. 2009)
- Represented an airline in action under 1113(e) of Bankruptcy Code, obtaining interim relief from collective bargaining agreements, and under Sections 1113(c) of the Bankruptcy Code, obtaining court-ordered rejection of collective bargaining agreements. See *In re US Airways Group, Inc.*, Case No. 04-13819-SSM (Bankr. E.D. Va.)
- Won appeal before the Third Circuit in an action alleging that the outsourcing of aircraft maintenance constituted a "major dispute" under the RLA. See *International Ass'n of Machinists v. US Airways, Inc.*, 358 F.3d 255 (3rd Cir. 2004)
- Represented an airline in actions seeking rejection of collective bargaining agreements under the US Bankruptcy Code, ultimately resulting in successful negotiations of restructured collective bargaining agreements for nine employee groups. See *In re US Airways Group, Inc.* 287 B.R. 643 (E.D.Va. October 2, 2002)

Professional Activities

Clerkships

- Honorable Michael W. Farrell, DC Court of Appeals

Author

- "The Essential Role of Workplace Culture in the New Whistleblower Era," *Corporate Counsel*, co-authored with Aparna Joshi