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#### Education

J.D., University of Pennsylvania  
Law School, 2001

B.S., Cornell University, School of  
Industrial and Labor Relations, 1998  
(with honors)

#### Bar Admissions

New York

Risa Salins counsels employers on a wide range of workplace issues, including compliance with wage and hour laws; anti-discrimination laws and leave requirements; employee privacy issues; whistleblower protections; government contractor obligations; accommodations for disabled workers; and workplace safety and health. Ms. Salins has extensive experience advising companies on compliance with federal and state WARN laws and has guided clients on properly conducting some of the largest mass layoffs and plant closings around the country. Firm clients often turn to her to negotiate and draft sophisticated employment agreements, separation agreements and restrictive covenants, and to provide guidance on sensitive employee separations.

Ms. Salins also regularly advises companies on labor and employment matters arising out of complex U.S. and multinational corporate transactions. Her roles have included negotiating and drafting labor and employment provisions of purchase agreements; assessing a target's labor and employment law compliance and risks; advising on successor liability, collective bargaining agreements and union accretion issues; liaising with local counsel on international labor and employment laws, including works council notice and consultation requirements and automatic transfer rules; negotiating and drafting sale of business non-compete agreements; and developing strategies to retain key executives.

Ms. Salins has represented clients in a variety of industries, including energy, health care, financial services, technology, automotive and travel. Her clients have included, among others, AutoNation; Carnegie Hall Corporation; Citigroup Inc.; Ctrip.com International, Ltd; CME Group; E.I. DuPont de Nemours and Company; EMC Corporation; Hydro-Québec; Formation Capital, LLC; Kelso & Co., Inc.; Key Safety Systems, Inc.; Marubeni Corporation; Nasdaq, Inc.; Wisconsin Energy Corporation; and United Talent Agency.

In addition to her practice, Ms. Salins is a co-author of the labor law column for the *New York Law Journal*.

#### Selected Publications

“New Salary Thresholds on the Horizon,”  
*New York Law Journal*, April 5, 2019

“Social Media and Departing Employees,”  
*New York Law Journal*, February 1, 2019

“Responding to the Call for Equal Pay,”  
Skadden's 2019 Insights, January 17, 2019

“Immigration in Flux,” *New York Law Journal*,  
December 7, 2018

“Supreme Court Review: Agency Fees and  
Retiree Health Benefits,” *New York Law  
Journal*, October 5, 2018

“Supreme Court Review: Class Action  
Waivers, Whistleblower Protections,” *New  
York Law Journal*, August 3, 2018

“New York Employers Face New Sexual  
Harassment Legislation,” *New York Law Journal*,  
June 1, 2018

“Reversals of NLRB Precedent Have Signifi-  
cant Implications for Employers,” *New York  
Law Journal*, April 9, 2018

“Intern or Employee? The New Federal Test,”  
*New York Law Journal*, February 2, 2018

“Applications and Interviews: What Not to  
Ask,” *New York Law Journal*, December  
1, 2017

“Attorneys as Whistleblowers,” *New York Law  
Journal*, October 6, 2017

“Changing Trends and Developments at the  
National Labor Relations Board,” *New York  
Law Journal*, December 2, 2016