

## Noah Garber

Shareholder

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## Focus Areas

Labor Management Relations  
Investigations  
Litigation and Trials  
Arbitration  
Hiring, Performance Management and Termination

## Overview

Noah Garber has more than 16 years of experience in labor and employment law; labor, employee, and union relations; workplace and compliance investigations; risk management; litigation; and negotiations. Noah has a proven track record exemplified by over 30 trial/arbitration victories, more than 1,000 confidential workplace and compliance investigations, as well as the prosecution and defense of related labor and employment claims. Noah is also a member of the Association of Workplace Investigators. His focus areas include:

- Traditional labor law
- Unionized workforce
- Labor and employee relations
- HR counseling and guidance
- Misconduct and compliance investigations
- Trials, arbitrations, and mediations
- Risk management
- Collective bargaining

Noah was previously an in-house attorney at a leading health care provider and not-for-profit health plan, where he served as a senior employee relations investigator, managing investigations involving allegations of misconduct, compliance issues, and violations of policies and laws. He also counseled on labor relations issues, conducted training on

investigative and labor relations best practices, and represented the company in labor arbitrations and mediations. Prior to that, Noah served for a decade at the National Labor Relations Board (NLRB) as a senior field attorney, investigator, and hearing officer. His role involved litigating and investigating unfair labor practice allegations, handling all aspects of case management, appearing in federal court, and acting as a hearing officer in representation proceedings.

During law school, Noah was a visiting student at UC Berkeley School of Law for his 3L year and a member of the *Berkeley Journal of Employment and Labor Law*.

## Professional and Community Affiliations

- Volunteer Attorney/Mentor, CareerVillage.org
- Volunteer Coach, Lamorinda Youth Association

## Recognition

- Recipient, Litigation Award, *NLRB*, October 2016
- Recipient, Special Act Award, *NLRB*, January 2011
- Dean's List, *Syracuse University College of Law and Binghamton University*

## Education

J.D., Syracuse University College of Law, 2008

B.A., Binghamton University, 2005

## Bar Admissions

California

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

## Publications & Press

**Dear Littler: How should we handle anonymous complaints?**

*Dear Littler*

January 16, 2024

**Dear Littler: Do We Oust the Grousers?**

*Dear Littler*

December 21, 2023

**Littler Continues Hiring Streak with the Addition of Shareholder Noah Garber in San Francisco**

*Littler Press Release*

August 8, 2022

**Littler Continues Run on Lateral Market with Kaiser Permanente Attorney in San Francisco**

*The Recorder*

August 8, 2022

**Speaking Engagements**

**Whistleblowers Run Amok: Avoiding Legal Landmines While Minimizing Disruptions When Whistleblowers Behave Badly**

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

**Conducting Lawful Investigations in the New Workplace**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**Avoiding Common Pitfalls of Workplace Investigations**

April 17, 2024

**Conducting Lawful Investigations in the Evolving Workplace**

2022 California Virtual Regional Employer Conference

November 2, 2022