

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 close to 20 years of experience in labor and employment law, collective bargaining negotiations, and workplace and compliance investigations. Noah has a proven track record exemplified by over 30 trial/arbitration victories, more than 1,100 confidential workplace and compliance investigations, as well as the prosecution and defense of related labor and employment claims. Noah is also an active member of the Association of Workplace Investigators and has spoken at their national conference. His focus areas include:

- Traditional labor law
- Unionized workforce
- Collective bargaining
- HR counseling and guidance
- Workplace investigations and related training
- Trials and arbitrations
- Risk management

Noah has successfully litigated more than 40 matters before NLRB administrative law judges as well as the National Labor Relations Board. He has also successfully negotiated numerous collective bargaining agreements in the healthcare and retail sectors. As a workplace investigator, Noah has investigated claims ranging from disputes between rank-and-file employees to alleged misconduct in the C-suite.

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

- Member, Association of Workplace Investigators
- Volunteer Coach, Lamorinda Youth Association, Next Level, and MOL

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 Grouzers?

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

Election Season: Navigating Politics in an Inclusive Work Environment

October 23, 2024

NLRB Developments and How They Impact Internal Investigations and Policies

Association of Workplace Investigators, National Conference

September 26, 2024

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

