



Contact

Noa M. Baddish

Senior Counsel

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Noa M. Baddish is a senior counsel in the Labor & Employment Law Department. She is a member of the Sports, Employment Litigation & Arbitration, Class and Collective Action, Wage & Hour and Whistleblower & Retaliation Practice Groups. Noa is also the Administrative Lead of the Class, Collective and Complex Action Practice Group.

Noa specializes in defending employers in various industries, such as sports, media and entertainment, on a wide variety of matters. With a particular focus on class and collective actions, Noa has successfully defended numerous organizations against complex employment-related claims. Noa's approach to class and collective action defense is rooted in a thorough understanding of both federal and state employment laws. Noa's expertise spans topics ranging from wage and hour disputes to discrimination and harassment claims. Noa is well-versed in the intricacies of class and collective action procedures, which allows her to provide comprehensive defense strategies tailored to each client's objectives and circumstances.

Noa also has experience navigating proceedings before government agencies such as the Equal Employment Opportunity Commission ("EEOC"), including Commissioner Charges and those involving complex, large-scale issues such as claims of pattern or practice discrimination.

Noa also works closely with clients to develop proactive compliance strategies, focused on minimizing the risk of litigation. Noa has particular expertise in advising clients on how to conduct reorganizations or restructuring of businesses, otherwise known as “RIFs” and is experienced in all of the technicalities that come along with these types of group-wide employment actions.

Noa was recognized as a Rising Star by *New York Super Lawyers* from 2015 through 2020. She has authored and contributed to several articles and newsletters on employment and labor topics, including “Managing Legal and Reputational Risks When Right-sizing Your Workforce,” *LegalDive* (December 2022), “Mediating Employment Disputes,” *LexisNexis* (June 2019), “Supreme Court Says that Equitable Tolling Cannot Extend Rule 23(f) Deadline,” *Proskauer’s Employee Benefits & Executive Compensation Blog* (February 2019), “FLSA Turns 80: The Evolution of ‘Employee’ Status,” *LAW360* (June 2018), and “CFTC Whistleblower Awards On The Horizon,” *Proskauer’s Corporate Defense and Disputes Blog* (May 2015).

Prior to coming to Proskauer, Noa served as Assistant General Counsel to the New York City Mayor’s Office of Labor Relations and defended the Mayor and City agencies against both employee grievances at arbitration and improper practice petitions before the Board of Collective Bargaining. Prior to that, she was a Law Clerk to Judge Ellen L. Koblitz of the Appellate Division of the New Jersey Superior Court.

While in law school, Noa served on the Executive Board as Notes and Articles Editor of the *Fordham Urban Law Journal*.

Practices

Class & Collective Actions, Employment Litigation, Wage and Hour, Whistleblowing & Retaliation

Industries

Sports, Private Capital

Market Solutions

Environmental, Social and Corporate Governance (ESG)

Education

Fordham University School of Law, J.D.

Georgetown University, B.A.

cum laude

Admissions & Qualifications

New Jersey

New York

Clerkships

New Jersey Superior Court, Appellate Division - Hon. Ellen L. Koblitz

Court Admissions

U.S. District Court, New Jersey

U.S. District Court, New York, Eastern District

U.S. District Court, New York, Southern District

Awards & Recognition

New York Super Lawyers "Rising Stars" 2015-2020

The Legal 500 US Labor and Employment: Workplace and Employment Counseling
2023 (Rising Star, 2023)