Proskauer



Contact

Noa M. Baddish

Partner

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Noa M. Baddish is a partner in the Labor & Employment Law Department and a member of the Sports and Private Capital Groups. A skilled litigator and trial lawyer, Noa represents employers across industries — including sports, financial services, media, and entertainment — in complex employment disputes, arbitration, and class and collective actions nationwide.

She is a go-to defender for major employers facing high-risk employment litigation, with a record that spans some of the most complex wage and hour and discrimination class actions in the country, including claims involving unpaid overtime, misclassification, and off-the-clock work. Equally formidable in individual litigation, Noa represents clients in their most sensitive discrimination and harassment matters involving allegations of sex, race, age, disability, and retaliation. Clients rely on her because she brings trial-tested instincts, strategic clarity, and a command of the procedural and evidentiary issues that shape both class and individual outcomes. Her credibility with judges and her sophisticated handling of expert witnesses, especially in class certification and statistical analysis, make her one of the most effective advocates in the field.

In addition to her litigation practice, Noa provides day-to-day employment counseling to help clients navigate evolving workplace challenges. She has particular expertise advising on reductions in force (RIFs) and federal and state WARN Act compliance,

guiding employers through complex restructuring decisions and associated risk mitigation. Her counseling reflects the same strategic, litigation-informed perspective that defines her courtroom work, ensuring clients receive guidance that is both legally sound and operationally practical.

Before joining Proskauer, Noa served as Assistant General Counsel to the New York City Mayor's Office of Labor Relations, where she defended the Mayor and City agencies in arbitration and before the Board of Collective Bargaining. Earlier in her career, she clerked for Judge Ellen L. Koblitz of the Appellate Division of the New Jersey Superior Court.

Recognized as a Rising Star by New York Super Lawyers (2015–2020), Noa is also a frequent author and commentator on employment law developments, including class action strategy, wage and hour compliance, and risk management.

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. Court of Appeals, Second Circuit

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 2023-2026 (Rising Star, 2023-2024) (Leading Lawyer 2025) (Next Generation Partner 2026)

Best Lawyers in America: Ones to Watch 2025-2027