



David J. Garraux

Partner

Pittsburgh
+1.412.355.6580

David.Garraux@klgates.com

OVERVIEW

David Garraux is a partner in the firm's Labor, Employment, and Workplace Safety practice. He focuses on representing employers in employment discrimination litigation, collective bargaining, wage and hour matters, and other workplace disputes involving labor arbitrations and administrative agencies such as OSHA, the EEOC, and the NLRB. David also counsels employers regarding day-to-day employment issues, policies, and best practices, while working with clients to effectively administer collective bargaining agreements, collaborating with in-house counsel and senior human resources professionals. His litigation experience touches on all manner of employment laws, including Title VII, ADA, ADEA, FMLA, PHRA, and the FLSA.

David successfully partners with employers to respond to union organizing campaigns, collaborating with management to develop effective training and timely, impactful strategies to ensure that employers' messages effectively reach employees during times of workplace uncertainty. He has broad scope experience defending employers against NLRB unfair labor practice charges brought by employees in both represented and union-free environments. Further, he routinely advises clients on matters involving restrictive covenants, trade secrets, corporate restructuring, and reductions in force implicating WARN.

David also maintains a commercial litigation practice in which he aggressively defends and prosecutes clients' interests in federal and state courts. With a particular focus on matters involving the service and technology sectors, he provides thoughtful, reasoned strategies and immediately responsive service in high stakes litigation.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Mr. Garraux served as a partner at a national law firm where he focused his practice on employment discrimination litigation, employment counseling, and traditional labor activities.

SPEAKING ENGAGEMENTS

- Contributing Editor to The Developing Labor Law

EDUCATION

- J.D., Duquesne University School of Law, 2006
- B.A., Allegheny College, 2003

ADMISSIONS

- Bar of New Jersey
- Bar of Pennsylvania
- United States Court of Appeals for the District of Columbia Circuit
- United States District Court for the District of New Jersey
- United States District Court for the Eastern District of Pennsylvania
- United States District Court for the Northern District of Indiana
- United States District Court for the Western District of Pennsylvania

THOUGHT LEADERSHIP *POWERED BY HUB*

- 17 February 2022, Student Athletes No More, NLRB Reinstates Scope of NLRA Section 7 to Include "Players at Academic Institutions"
- 13 April 2020, Working Wise - Volume 8
- 25 March 2020, COVID-19: Workers in a COVID-19 World
- 6 March 2020, Working Wise - Volume 7
- 30 January 2020, Working Wise - Volume 6
- 2 January 2020, Working Wise - Volume 5
- 20 November 2019, Working Wise – Volume 4
- 24 October 2019, From *The Jetsons* to Reality, or Almost: What Employers Need to Know About Robots and AI in the Workplace (Part III)
- 16 October 2019, Working Wise – Volume 3
- 30 September 2019, From *The Jetsons* to Reality, or Almost: What Employers Need to Know About Robots and AI in the Workplace (Part II)
- 16 September 2019, From *The Jetsons* to Reality, or Almost: What Employers Need to Know About Robots and AI in the Workplace
- 9 September 2019, Working Wise - Volume 2

- 8 August 2019, Working Wise - Volume 1

NEWS & EVENTS

- 4 May 2021, Managing What's Next: Key Considerations on the Return to the Workplace and Vaccine Landscape for Employers, hosted by Pennsylvania Chamber of Commerce
- 4 June 2019, K&L Gates Adds Pittsburgh Labor and Employment Partner

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Commercial Disputes

INDUSTRIES

- Artificial Intelligence
- Technology