



David Garner

Associate

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David counsels clients across a range of industries on complex commercial litigation and employment law matters.

PRACTICES

Commercial Litigation
Labor and Employment
Product Liability

EDUCATION

University of Kentucky College of Law,
J.D., 2016,
cum laude

Brigham Young University, B.S., 2011

BAR ADMISSIONS

Utah

Leveraging his experience in depositions, hearings, mediations, and other discovery processes, David develops pragmatic legal strategies. He represents clients in state and federal court, and before the Equal Employment Opportunity Commission (EEOC) and the Utah Antidiscrimination and Labor Division (UALD). He has guided clients through the administrative process preparing clients for the investigator interviews and all client filings. David provides skilled research analysis into specific applications of legal precedents, offering clients tailored solutions in professional liability, breach of contract, and business tort matters.

David previously served as a federal judicial extern for Chief Judge Karen K. Caldwell of the U.S. District Court for the Eastern District of Kentucky. He worked as an associate at an AmLaw 100 firm prior to joining Holland & Hart.

EXPERIENCE

Employment Litigation

- Discrimination, Harassment, and Retaliation (federal/state/local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge/Whistleblower

HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, Leaves
- Employment Policies, Handbooks, and Manuals
- Employment/Severance Agreements
- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations
- Internal Investigations
- OSHA, Workplace Safety, and Emergency Response
- Pay Practices and Independent Contractors
- Policy Violations

- Workplace Privacy and Data Security

Unfair Competition

- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection/Enforcement

Union Issues

- Determining Bargaining Units
- Grievances and Arbitrations
- Negotiating Collective Bargaining Agreements
- Responding to Strikes and Picketing
- Union Elections
- Unfair Labor Practice Charges (ULPs)

Wage and Hour Compliance

- Policies and Procedures
- Response to Government Investigations