

Brian Giardina

Counsel

Parsippany, NJ

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Brian brings his experience as an educator into his practice of law. As a Counsel on the Employment and Education Team, he counsels employers and schools, helping them navigate the complexities of litigation while staying centered on their business objectives. Brian understands the toll of litigation and how to mitigate the impact on the client by providing personalized legal advice and continuous support throughout any matter. He assists public and private clients in navigating all levels of New Jersey Courts, including administrative and federal courts, tailoring a legal strategy to the venue.

As a former educator, he better understands the concerns of teachers and incorporates those concerns into solving problems for his clients. Brian's practice includes a focus on Approved Private Schools for Students with Disabilities (APSSDs) and the unique regulations and challenges these entities regularly encounter. He is deeply invested in the mission of his clients and acts as a partner in finding a path forward for all.

Brian regularly handles employment matters related to wrongful termination, discrimination, harassment, wage and hour dispute, retaliation, and non-compete agreements. He speaks on employment and education topics and provides employee trainings on behalf of employers.

Recognitions

*No aspect of this or any advertisement has been approved by the Supreme Court of New Jersey. For ranking methodologies, please see **here**.*

- *Best Lawyers: Ones to Watch® in America* - Labor and Employment Law - Management (2025); Litigation - Labor and Employment (2025)
- New Jersey Rising Stars® (2024)

News

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- Porzio, Bromberg & Newman Announces 2026 Attorney Promotions, 7/01/2026

- 26 Porzio Attorneys Recognized in *The Best Lawyers in America® 2025 Edition*; 6 Listed as *Best Lawyers: Ones to Watch®*, 8/15/2024
- 18 Porzio Attorneys Named to 2024 New Jersey Super Lawyers® and Rising Stars® Lists, 3/25/2024

Articles

- "Dude, Where's My Cause of Action?": New Jersey Court Says CREAMMA Gives Cannabis Users the Right to Sue, 6/30/2026
- Will You Be Able To Fill That Prescription for Arbitration? It Depends, 4/30/2025
- New Jersey's Domestic Workers Bill of Rights Takes Effect, Transforming Home Employment Laws, 7/01/2024
- When It Comes to Whistleblower Protection, It Is No Longer the Thought That Counts, 2/29/2024
- Porzio's 2023 Employment Law Year in Review, 12/29/2023
- Update to the Mini-WARN ACT Provides Additional Worker Protections in New Jersey, 5/31/2023
- Non-Compete Agreements and Changes in New Jersey's Business Climate, 2/27/2023
- Porzio's 2022 Employment Law Year in Review, 12/28/2022
- Title & Pay Are Not Enough to Guarantee Exempt Status, August 2022

Speaking Engagements

- “Special Education, Public Contracting, and More: School District Business Topics,” Morris County Association of Business Officials, 4/15/2026
- "With a Little Help from My Counsel," 17th Annual Porzio Employment Law Forum, 10/07/2025
- "Data Privacy: Whose Data is it Anyway?," 16th Annual Porzio Employment Law Forum, 10/01/2024
- "Discipline & Termination While on Leave: End of (Vacation) Days," Presenter, Porzio Employment Law Forum, Morristown, NJ, 10/04/2023
- "Hiring, Respecting, and Thriving With Transgender and Nonbinary Employees," Presenter, Porzio Employment Law Forum, Morristown, NJ, 10/04/2023

Practices

- Education Law
- Employment & Labor
- Litigation

Industries

- Education

Prior Relevant Experience

- Hon. Craig L. Croson, J.S.C., Superior Court of New Jersey, Middlesex Vicinage, Family Division, *Law Clerk*
- New Jersey Law and Education Empowerment Program (NJ LEEP), Newark, NJ , *Legal Education Director*

Bar Admissions

- New Jersey, 2014
- New York, 2020

Court Admissions

- United States District Court, District of New Jersey, 2020
- United States District Court, Southern District of New York, 2026

Education

- *University of San Diego School of Law*
  J.D., 2014
- *University of New Hampshire*
  M.A., 2010
- *University of New Hampshire*
  B.A., 2009