



RACHEL A. GARCIA

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In the Employment Law Practice Group, Rachel Garcia focuses on litigation in all areas of employment law, including wage and hour, terminations, harassment, discrimination, retaliation, and trade secrets. Her practice also focuses on employment counseling.

Rachel joined the firm in April 2022 as a law clerk. In May 2022, she passed the California Bar Examination and was promoted to Associate Attorney as of August 2022. Prior to joining Hoge Fenton, Rachel worked as an Intellectual Property Litigation paralegal at Kramer Levin Naftalis & Frankel LLP. She prepared pleadings, discovery, and assisted with multiple trials. Rachel was the recipient of the 2021 Marvin Frankel Pro Bono Award for work done in various civil rights matters, including achieving a successful result in a matter for the preservation of asylum rights of LGBTQIA+ migrant persons. She gained a significant amount of her employment law litigation and trial experience at Employment Rights Attorneys, where she was a Senior Law Clerk to managing attorney Richard D. Schramm.

Rachel serves as a board member of the School of Arts and Culture (SOAC). SOAC is the permanent operator of the Mexican Heritage Plaza (MHP), a historical city-owned cultural institution. SOAC|MHP is a place-based cultural institution in East San Jose, that strives to catalyze creativity and empower the community.

Background

Rachel received her J.D. from Santa Clara University School of Law and received the CALI Excellence for the Future Award® for the Future in Employment Discrimination and Negotiation. She also received the Witkin Award for Academic Excellence in Mediation: Theory and Practice, California Civil Procedure, and Sports Law Litigation. Both awards were given to students who achieved the highest grade in the class. During law school, Rachel was a judicial extern for the Honorable Ronald B. Leighton at the U.S. District Court for the Western District of Washington. Rachel obtained her undergraduate degree from Gonzaga University, graduating Magna Cum Laude and earning a B.A. in Journalism, with minors in Philosophy and Criminal Justice.

Practice Areas

- Employment Law
- Litigation and Dispute Resolution

Languages

- Spanish

Education

- J.D., Santa Clara University School of Law
- B.A., Gonzaga University, Spokane, WA

Admissions

- California
- Washington
- U.S. District Court of the Northern District of California

Speaking Engagements & Publications

- Co-Presenter, *2024 Employment Law Update*, January 18 & 24, 2024
- Co-Presenter, *If I Knew Then What I Know Now – Wage & Hour Webinar*, September 26, 2023
- Co-Presenter, *Deciphering the Alphabet Soup of Leaves of Absence Laws*, May 17, 2023
- Co-Author, ***Three Updates to California Employee Agreements***, March 3, 2023
- Co-Presenter, *2023 Employment Law Update*, January 17, 2023
- Co-Presenter, *Supervisor Training: Managing Employees & Timekeeping*, September 28, 2023