



Daniel E. Gardenswartz | Partner

My clients trust me to provide them with strategic and aggressive legal services that will result in the best outcome possible, and in a manner that is the most cost effective. This requires a clear understanding of the key issues and the desired goals. These principles govern my approach to every matter in which I have the pleasure of assisting my clients.

Mr. Gardenswartz represents businesses and individuals in employment, business, and construction litigation, including complex class action trials and business disputes. He regularly advises senior executives and in-house counsel on dispute prevention, and how to build the strongest possible case. Mr. Gardenswartz also provides a variety of legal seminars on topics within his particular expertise.

Mr. Gardenswartz received his undergraduate degree in International Affairs from George Washington University's Elliot School of International Affairs, where he graduated with distinction and was admitted into the Phi Beta Kappa National Honor Society. He then earned his Juris Doctorate degree, with Highest Distinction, from Emory University School of Law. At Emory, Mr. Gardenswartz served as an Editor of the Emory Law Review, was admitted into the Order of the Coif Legal Honor Society, and earned the American Jurisprudence Book Award in Appellate Litigation. After externing with the Department of Education's Office of Civil Rights in Atlanta, Daniel moved to San Diego, where he has practiced law since 1993. Mr. Gardenswartz has been a partner at Solomon Ward since 2001, served as its Managing Partner, and served as the firm's Litigation Department Chair. Beyond his professional interests, Mr. Gardenswartz and his wife, Allison, have three children. In addition to spending time with his family, Mr. Gardenswartz is an avid athlete and enjoys skiing, mountain biking, and endurance trail races.

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Practice Areas

- Business Disputes
- Business Litigation
- Employment Law
- Independent Investigations & Reporting

Education

- Emory University, JD, 1993
- George Washington University, Elliot School of Int'l Affairs, B.A., 1989
 - Hebrew University, Jerusalem (year abroad, 1987)

Achievements and Affiliations

- Phi Beta Kappa National Honor Society
- Order of the Coif National Honor Society
- Martindale-Hubbell AV Preeminent® Rated
- AV Top Rated Lawyer® - Labor & Employment Law, 2013-2022
- San Diego Super Lawyers® - Employment & Labor, 2008-2022
- San Diego Metro Magazine's - Best Attorney Award, 2016, 2018
- San Diego Magazine's Top Lawyers in San Diego® - Employment Law, 2013 - 2015, 2018 - 2022
- Former Managing Partner, Solomon Ward Seidenwurm & Smith, LLP
- Former Litigation Department Chair, Solomon Ward Seidenwurm & Smith, LLP
- Committee Member the San Diego County and California Bar Associations Leadership Speakers Series
- Immigration Task Force Chair, Jewish Family Services of San Diego
- Previous Adjunct Law Professor, California Western School of Law

- Previous Instructor, Western CUNA Management School (Human Resources Coursework)
- Former Board Chair, The Waldorf School of San Diego
- Former Board Chair, Anti-Defamation League of Greater San Diego
- Former Board Member, American Business Trial Lawyers Association
- Former Board Member, San Diego Barrister, Welsh Inn of Court
- Former Board Member, Hillel of San Diego
- Former Board Member, Charitable Auto Resources, Inc.

Publications and Lectures

- Sexual Harassment Trainings (2004 – Present)
- San Diego Human Resources Forum 2023 Legal Update (Arbitration)
- "Employment Law: 2015 Comprehensive Guide," National Business Institute, October 28, 2015
- "Human Resource Law: What You Need to Know Now," National Business Institute, October 30, 2013
- "Labor Relations Board ruling allow employees to vent online," The Daily Transcript, April 29, 2013
- Coauthor of Solomon Ward's Employment Law Watch and Updates
- Presented to the Pacific Claims Executive Association (PCEA) Fall conference, Oct 3, 2012
- "Unprotected Sex: When Sexual Misconduct Does Not Constitute Sexual Harassment," Bender's Labor & Employment Bulletin, December 2012
- "Communication Is Key to Avoiding Legal Conflict in the Workplace, WORK FORCE: Strategies Include Open Door Policies And Honest Evaluations," San Diego Business Journal, August 30, 2010
- "Fire Dancing with Problem Employees, Balancing Business Needs and Legal Risks," June 22, 2010
- "Put Down the Ax, Employers should exercise legal caution when using cost saving strategies to avoid layoffs," San Diego Daily Transcript, May 5, 2010
- "Are There Skeletons In Your Commission Compensation Closet?," December 10, 2009 "Why Employers May No Longer Have to Force Meal Breaks Upon Employees," San Diego Daily Transcript, August 21, 2008
- "Employee Benefit Minefields: Ensuring against false expectations," San Diego Daily Transcript, February 1, 2008