Littler

Alice H. Wang

Shareholder

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Focus Areas

AI and Technology
Littler Pay Equity Assessment
Discrimination and Harassment
Class Action
Wage and Hour
Background Checks

Overview

Alice Wang advises and represents employers in a wide range of labor and employment law matters arising under state and federal law, including wage and hour, pay practice and worker classification issues, discrimination, harassment and retaliation, and wrongful termination. She regularly handles matters in all of these areas in federal and state courts, and before federal, state, and local agencies, including Berman hearings and responding to administrative complaints. Alice also has significant experience defending gig economy companies in worker misclassification lawsuits. While she focuses her practice on litigation avoidance, she is skilled at handling all stages of litigation, including fact gathering, pre-trial discovery, briefing dispositive motions, hearings and trials, and other means of alternative dispute resolution.

A core member of Littler's Pay Equity Practice Group, Alice has deep experience conducting pay equity audits for all types of employers, ranging from start-ups to Fortune 500 companies, and providing advice and counsel to employers on a broad range of state and federal issues related to pay equity. Alice is also an integral member of Littler's Global Workplace Transformation Initiative, with a focus on how artificial intelligence and other enhancement technologies impact the workplace, and how employers can ensure they remain in compliance with the evolving legal landscape related to their adoption of automated decision systems in personnel management, including recruiting and reductions in force.

Prior to joining Littler, Alice's practice focused on complex commercial litigation and white collar defense. Previously, she served as a judicial extern in the Pro Se Department of the Northern District of California. In law school, she was on the Moot Court team and an editor for the *Hastings Constitutional Law Quarterly*. Before law school, Alice worked as an economic litigation consultant in the finance practice of a global consulting firm, where she performed economic and statistical modeling in complex securities litigation and pre-merger acquisition matters.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Bar Association of San Francisco

Recognition

- Named, Ones to Watch, *The Best Lawyers in America®*, 2023-2024
- Recipient, Outstanding Public Service Award, *Justice & Diversity Center of The Bar Association of San Francisco*, 2015

Education

J.D., University of California, Hastings College of the Law

M.A., Boston University

B.A., Wellesley College

Bar Admissions

California

Massachusetts

Languages

Mandarin

Publications & Press

California's SB 1047 establishes stringent requirements for large-scale AI models

Daily Journal

April 12, 2024

Divergent Paths on Regulating Artificial Intelligence

Littler Insight

April 1, 2024

How Artificial Intelligence Tools Can Increase Diversity
Littler ASAP
March 6, 2024

AI hiring tools keeping skilled professional immigrants out of job market
Human Resources Director America
October 20, 2023

Employers willing to accept a certain level of risk in exchange for AI benefits
Daily Journal
October 13, 2023

Using AI without a rulebook? Here's where HR should be careful, say lawyers
Human Resources Director America
October 9, 2023

California Court's Expansion of 'Employer' Could Have Implications for AI Regs
SHRM Online
August 28, 2023

California Supreme Court's Expansion of "Employer" under FEHA Could Have Implications for AI Regulation
Littler ASAP
August 25, 2023

Changes in California's Regulations Regarding Criminal Records Approved
Littler ASAP
August 1, 2023

An 'AI Summer' in California?
SHRM Online
July 25, 2023

An "AI Summer" in California?
Littler ASAP
July 20, 2023

Artificial Intelligence as a Less Discriminatory Alternative
University of Florida Journal of Law and Public Policy
June 1, 2023

An Overview of the Employment Law Issues Posed by Generative AI in the Workplace
Littler Report
May 11, 2023

Update on California's Efforts to Regulate the Use of AI in Employment Decision-Making
Littler Insight
April 13, 2023

California bill would ban most criminal background checks
HR Dive
April 5, 2023

California Seeks to Ban Criminal Background Checks for Most Private Sector Employers
Littler Insight
March 27, 2023

Upcoming Changes in California's Law Regarding Criminal Background Checks
SHRM Online
January 6, 2023

Upcoming Changes in California's Law Regarding Criminal Background Checks
Littler Insight
January 5, 2023

Littler Rings in New Year with the Elevation of 28 Attorneys to Shareholder
Littler Press Release
January 4, 2023

Annual Report on EEOC Developments – Fiscal Year 2021
Littler Report
April 26, 2022

Two Developments Could Impact California's Proposed Regulations Governing AI and Automated Decision-making
Littler ASAP
April 4, 2022

California Fair Employment & Housing Council Proposes Sweeping Regulation of Automated Decision-making and Artificial Intelligence in Employment
Littler ASAP
March 17, 2022

4th Circuit Requires Gender Parity in Each Pay Component
SHRM Online
December 13, 2021

Salary Negotiation Can Provide Affirmative Defense to Equal Pay Act Claim as "Factor Other Than Sex"
Littler Insight
December 9, 2021

Fourth Circuit Requires Parity in Each Component of Compensation, Not Only in Total Compensation, Under Federal Equal Pay Act
Littler Insight
December 7, 2021

Speaking Engagements

Artificial Intelligence in the Workplace
Client CLE
October 5, 2023

2023 Littler AI Summit
Washington, DC
September 21, 2023

Uncovering Bias in the Age of AI: Ethical and Responsible Use of Algorithmic Decision-Making in Employment
2023 Lavender Law Conference, Chicago, IL
July 25, 2023

What's New and What's Next for Employers in AI and Employment Decision-making
April 20, 2023

Artificial Intelligence & Machine Learning: Equitable Employment Practices
Northern California Employment Roundtable
October 5, 2022

Littler AI Summit
Washington, DC
September 28, 2022

Session One: A Primer on AI Tools and Human Resource Decisions
August 18, 2022