

Garry G. Mathiason

Chairman of the Board
Co-Chair, Corporate Compliance Practice Group

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Practice Areas

Class Actions
Alternative Dispute Resolution
Wage and Hour
Complex Litigation and Jury Trials
Corporate Compliance and Ethics

Overview

Garry G. Mathiason is Chairman of the Board at Littler Mendelson, resident in the San Francisco office. He has personally supervised the firm's attorneys on more than 1,000 employment and labor litigation matters and currently defends employers in complex wage and hour, and discrimination class action cases. He also represents clients in arbitration, mediation, and collective bargaining and offers advice on:

- Compliance
- Discrimination issues
- Class action avoidance, litigation and defense
- Wellness issues
- Independent contractor issues
- Contingent workforce issues
- Securities and Exchange Commission fair play issues
- Employment law training

Garry currently oversees the Littler Corporate Compliance and Ethics Practice Group and originated the Contingent Workforce Practice Group. He is the founder of and serves on the board of Employment Law Training, Inc. (ELT), the premiere on-line legal compliance training company with more than 2,000 corporate clients and five million users. Over the course of his career, Garry has argued before the United States Supreme Court, the California Supreme Court, and other district, superior, circuit and appellate courts. He also practices before the National Labor Relations Board, the Equal Employment Opportunity Commission, the California Labor Commissioner, and the California Public Employment Relations Board.

Garry is a pioneer in the area of arbitration agreements and alternative dispute resolution, addressing the changing legal requirements, enforceability of class action waivers, and the practical challenges and advantages of various ADR programs. He created model alternative dispute resolution (ADR) programs including class action waivers and worked with Harvard and NYU law professor, Arthur R. Miller, to create a video-training program on ADR.

Based on his litigation experience and a career-long effort to translate employment and labor law issues, and developments into practicable and learnable modules for human resource professionals, Garry has originated several of Littler's preventive employment law programs and structures in-house employment law training programs. He regularly delivers presentations before individual corporations, bar associations, national and local human resources groups, and other professional organizations.

Garry has drafted model legislation on workplace violence. He has given scores of presentations on workplace violence prevention and has appeared prominently in national and international media on this and other employment law topics.

Widely recognized as one of the leading authorities on employment law trends in the United States, Garry has written over 100 articles and given several hundred presentations on the future of employment law. He serves as chair of the Open Compliance and Ethics Group's (OCEG) Employment and Labor Law Domain. In this capacity, he writes legal requirements and guidelines for business. He also spoke at the public presentation of the Employment Law Domain of OCEG. Throughout his career, he has researched, addressed and written extensively on ways in which business leaders can build ethical organizations and best ensure compliance with employment and labor law.

Garry also counsels employers on regulatory compliance as it involves planning for natural and manmade disasters in the workplace. He has given more than a dozen presentations on national standards for crisis management, emergency preparedness and has participated in Crisis Management International, Inc. webinars. He leads the firm's program to help employers prepare the workplace for unexpected events.

As a result of Garry's early leadership role in the Fulcrum Class Action Litigation Summits, which were among the best presentations on the latest developments in class action law, Littler has undertaken the defense of more than 1000 employment law class actions. Garry currently serves as lead counsel in more than 10 of these actions and has made multiple presentations on new complex defense strategies for many national organizations and individual clients.

Garry's extensive experience, includes working with companies in the following industries:

- High tech
- Financial services
- Construction
- Airline
- Fitness
- Retail
- Staffing
- School districts

Garry commenced his legal career with the National Labor Relations Board in San Francisco, where he developed a thorough foundation in the fundamentals of traditional labor law. His tenure with the NLRB included three major trials, more than 20 representation cases, and a contempt enforcement action in the appeals court. In law school, he was a member of the Board of Editors and served on the Stanford Law Review.

Professional and Community Affiliations

- Former Chair, Labor Law Division Forum Committee on the Construction Industry - American Bar Association
- Member, State Bar of California
- Member, Labor and Employment Law Section - American Bar Association
- Member, International Law Committee - American Bar Association
- Member, American Bar Foundation
- Member, Bar Association of San Francisco
- Member, Santa Clara County Bar Association
- Member, Bar Association of the Fifth Federal Circuit
- Member, Board of Directors - National Association for Urban Debate Leagues

Recognition

- Named, 100 Most Influential Attorneys in the Nation - *National Law Journal*
- Named, International Who's Who of Management Labour and Employment Lawyers - *Who's Who Legal*, 2012
- Named, America's Leading Lawyers for Business - *Chambers USA*, 2009-2012
- Named, *The Best Lawyers in America*, 2006-2013
- Fellow, College of Labor and Employment Lawyers
- Named, 25 Most Powerful People in Staffing - *Staffing Industry Review*, 2010
- Named, 100 Most Powerful Corporate Employment Lawyers - *Human Resource Executive Magazine*, 2008-2011
- Named, Management Labour and Employment - *Who's Who Legal*, 2010 and 2011
- Named, Top Labor and Employment Attorney - *Los Angeles Daily Journal*, 2011
- Named, Top Labor and Employment Attorney - *San Francisco Daily Journal*, 2011

Education

J.D., Stanford University, 1971, *Law Review Board of Editors*

B.S., Northwestern University, School of Communication, 1968, *Clarion DeWitt Hardy Scholar*

Bar Admissions

California

Courts

U.S. Supreme Court
U.S. Court of Appeals, 9th Circuit
U.S. Court of Appeals, 5th Circuit
U.S. District Court, District of California
U.S. District Court, Northern District of California

Publications & Press

October 18, 2012

Supreme Court to Hear Title VII, Class-Action Cases in 2012-13 Term
Workforce Management

September 7, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition
Littler Press Release

August 29, 2012

Firms seeing uptick in labor and employment work
Daily Journal

August 22, 2012

Littler Mendelson Names Phila. Lawyer As Co-President
The Legal Intelligencer

August 20, 2012

Roth named co-president of Littler Mendelson
San Diego Daily Transcript

June 12, 2012

Littler Named World's Leading Law Firm for Management Labor and Employment Work
Littler Press Release

May 25, 2012

Littler Attorneys Recognized As Nation's Most Powerful Employment Attorneys
Littler Press Release

May 10, 2012

The "Bring Your Own Device" to Work Movement
Littler Report

April 17, 2012

More American workers sue employers for overtime pay
USA Today

February 15, 2012

The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute
Littler Report

February 15, 2012

Top Defense Verdicts: Driscoll v. Granite Rock Company
Daily Journal

January 5, 2012

8 Major & Emerging Challenges Facing Global Employers in 2012
TLNT

January 4, 2012

Littler Unveils Eight Challenges for Global Employers: Dangerous Workplaces and Social Media Among Greatest Threats
Littler Press Release

December 16, 2011

Labor lawyers brace for sweep of changes coming in new year
San Francisco Business Times

October 5, 2011

Cupertino shooting not first instance of workplace violence
KGO-TV ABC 7 News

September 12, 2011

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition
Littler Press Release

September 6, 2011

Concrete Company Cements Win in Meal Period Class Action Trial
Littler ASAP

July 15, 2011

Littler's Garry Mathiason and Robert Millman Named Among Top Labor Lawyers In California
Littler Press Release

July 11, 2011

Littler Recognized as Highly Regarded Labor & Employment Firm by Who's Who Legal and Dominates its Top Attorneys List
Littler Press Release

June 27, 2011

Chambers USA Honors Littler And Its Attorneys
Littler Press Release

June 17, 2011

Littler Attorneys Recognized as Nation's Most Powerful Corporate Employment Lawyers
Littler Press Release

April 6, 2011

The Coming Regulatory Avalanche: Engineering Practical Employment and Labor Law Compliance Solutions
Littler Report

February 24, 2011

Surfing the Contingent Workforce Wave
Los Angeles and San Francisco Daily Journal

February 2011

Employment and Labour Law Trends in the U.S. and the Impact of a Global Economy
The International Comparative Legal Guide to Employment and Labour Law 2011 Global Leader Group

December 13, 2010

States, feds crack down on firms using 'contract workers'
USA Today

October 26, 2010

Don't Tolerate a Bullying Manager
Bloomberg Businessweek

September 30, 2010

The Littler Ten: Employment, Labor and Benefit Law Trends for Navigating the New Decade
Littler Report

August 9, 2010

Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011
Littler Press Release

August 5, 2010

Kevin Lilly, Garry Mathiason, and Robert Millman Recognized as Top Labor and Employment Attorneys by Daily Journal
Daily Journal

August 1, 2010

Garry Mathiason Named Among 25 Most Powerful People in Staffing
Staffing Industry

July 2, 2010

U.S. Supreme Court Rules that Contract Formation Issues Are for Court Determination and Provides Guidance for Litigation Against International Union
Littler ASAP

June 30, 2010

Littler Attorneys Recognized as Nation's Most Powerful Employment Lawyers
Littler Press Release

June 29, 2010

U.S. Supreme Court Rules in Favor of Littler Clients

June 21, 2010

Littler Attorneys Honored by Chambers USA
Littler Press Release

June 16, 2010

Avoiding Class-Actions and Winning in Court
Human Resource Executive Online

June 1, 2010

Temps Nation
California Lawyer

April 19, 2010

The Future of Wage-and-Hour Class Actions
Littler Article

December 11, 2009

Quarter of workforce could become temps as contract work grows
USA Today

August 21, 2009

Shifting Gears
San Francisco Daily Journal

August 14, 2009

61 Littler Attorneys Named to The Best Lawyers in America® 2010
Littler Press Release

July 15, 2009

Future Work Force
Los Angeles & San Francisco Daily Journal: Labor & Employment Supplement

May 11, 2009

The Emerging New Workforce: Employment and Labor Law Solutions for Contract Workers, Temporaries, and Flex-Workers
Littler Report

November 19, 2008

Employment Law: The Shifting Legal Landscape
Human Resource Executive Online

October 31, 2008

51 Littler Attorneys Named to The Best Lawyers in America
Littler Press Release

July 1, 2008

Banning Bullies
InsideCounsel

May 13, 2008

Hooking Up at Work?
Newsweek

May 7, 2008

Employers Can't Ignore Workplace Bullies
Bloomberg Businessweek

April 25, 2008

Employer Mandated Wellness Initiatives: The Continuum from Voluntary to Mandatory Plans
Littler Report

April 21, 2008

Total Wage and Hour Compliance: An Initiative to End the Wage and Hour Class Action War
Littler Report

April 11, 2008

Emerging Defense Might Help End Wage and Hour
Society for Human Resource Management (SHRM)

March 2, 2008

The Best Defense
Human Resource Executive

March 2, 2008

Garry Mathiason Named Among Top 10 Employment Attorneys
Human Resource Executive

February 6, 2008

Bullies in the Workplace
Yahoo! Hotjobs

January 2008

No Bullying Allowed
The Complete Lawyer

March/April 2008

Take Care of Yourself (or Else)
Executive Counsel

August 2005

A Call to Strengthen Proposed NASBA Ethics Requirements--A Three-Step Formula
Compliance & Ethics

Fall 2004

How to Fire a CEO
Executive Counsel

July 2004

How to Hire a CEO
Executive Counsel

November 11, 2002

Balancing Act: California's Paid Family Leave Law Will Create Compliance Challenges
San Francisco Daily Journal

July 2002

Arbitration in Employment Settings: Implications of Circuit City and Waffle House
Bench & Bar of Minnesota, Vol. 59, No. 6

May 28, 2001

Layoff Landmines: Don't Leave the Company Open to Suits by Ex-Employees
Legal Times

April 30, 2001

Arbitration Affray: Workers Say They Prefer ADR to Pricey Litigation in Court
San Francisco Daily Journal

April 30, 2001

ADR
Los Angeles Daily Journal

April 1, 1999

Weapons in the Workplace
SHRM Report

July 20, 1998

The Emerging Law of Training
The Federal Lawyer, Vol. 45, No. 4

July 20, 1998

What's In Your Head Can Hurt You
Fortune Magazine

1997

Employment Law—Compliance in the Age of Flat Triangle
The Recorder

1995

Employment ADR: A Dispute Resolution Program for Corporate Employers
CPR Institute for Dispute Resolution

January 1995

The Electronic Workplace: Employment Law Issues Along the Information Superhighway
California Business Law Reporter

1992

Arbitration Support Services: A New Role for CPAs In Employer-Employee Dispute Resolution
Education Division - California Society of Certified Public Accountants

Speaking Engagements

November 8, 2012

Sustainable Innovations for a Changing Global Workforce
Littler Mendelson, Washington D.C.

October 11, 2012

2012 Midwest Employer Conference
Littler Mendelson, Minneapolis, MN

October 11, 2012

Business Or Pleasure: The Debate Over “Bring Your Own Device” Policies In The Workplace
Littler Mendelson, Minneapolis, MN

February 29, 2012

2012 Northern California Employment Law Update
Littler Mendelson, San Francisco, CA

October 4, 2011

2011 Midwest Employer Conference
Littler Mendelson, Minneapolis, MN

September 26, 2011

Class Action Summit (By Invitation Only)
Littler Mendelson, Carlsbad, CA

June 21, 2011

AT&T v. Concepcion: What the Ruling Means to You
Littler Mendelson Webinar

March 24, 2011

A Guide to Combating Wage and Hour Liability
Co-presenter: Reid Bowman, ELT Inc. / Littler Mendelson

January 11 and 20, 2011

Legal Update 2011
Northern California Human Resources Association (NCHRA)

December 1, 2010

The Emerging New Workforce: Employment and Labor Law Solutions for Contract Workers, Temporaries, and Flex Workers
Institute for Human Resources

September 23, 2010

Class Action Summit (Invitation Only)
Littler Mendelson, Rancho Palos Verdes, CA

September 16, 2010

Emerging New Workforce
Labor Day Forum, CW Professionals

August 27, 2010

Arbitration Agreements: Clause and Effect
Littler Mendelson Webinar

August 12, 2010

Epidemic in the Courts: Steps to Avoid Wage-and-Hour Class-Action Lawsuits Webinar
Human Resource Executive

May 12, 2010

Garry Mathiason to Speak at the 2010 Staffing Industry Analysts: Contingent Workforce Risk Forum
Contingent Workforce Risk Forum - Staffing Industry Analysts, National Harbor, MD

May 11, 2010

Legal Risks and Your Contingent Workforce
Contingent Workforce Risk Forum

November 3, 2009

Keynote: The Evolving Legal Environment for Contingent Work: What Every Contingent Workforce Program Manager MUST Know

Staffing Industry Analysts: 2009 CWS Summit

October 15, 2009

Landmines, Trends and Tools

Littler Mendelson, San Francisco, CA

October 2009

Managing Employment Law Internationally

Kochhar & Co.

August 18, 2009

10 Litigation Landmines Webinar

Workforce Management

July 27, 2009

Employment Class Actions: Innovative Strategies to Successfully Litigate Collective and Class Action Under Labor and Employment Laws

Littler Mendelson, San Francisco, CA

July 27-28, 2009

The Critical New Issues in Litigating, Settling and Preventing Employment Law Class Actions (Conference Co-Chair)

Law Seminars International

June 16, 2009

Littler Report 2009

SIEMENS

May 12-13, 2009

Workplace Violence Prevention During Troubled Economic Times

Secure 360

April 8, 2009

Emergency Planning & Preparation

SF Ready

January 23, 2009

Legal Ethics Training

Hewlett Packard

January 13, 2009

Legal Update 2009

Northern California Human Resources Association (NCHRA)

December 3, 2008

Global Labor Trends: Facing Recession, The New U.S. Government and the Rise of Unions

BASHAM (Ius Laboris)

October 29, 2008

Global Contingent Workforce Compliance: Making Your Program Work While Avoiding the Legal Pitfalls

Contingent Workforce Strategies Summit - Staffing Industry Analysts

October 16, 2008

Solving Tomorrow's Problems and Wellness Programs--Are they Legal?

Annual Michigan SHRM Conference

October 2, 2008

Employment Law Update

Berman & Company

September 25, 2008

Impact of Technology on the Development of Labor and Employment Law in Canada

Heenan Blaikie, LLP

September 16, 2008

Bullying in the Workplace

Boalt Hall, Berkeley Law - University of California

August 19-22, 2008

Preventing Violence in the Workplace and Law

Association of Threat Assessment Professionals (ATAP)

June 2008

The Latest Trends in EEO Law: What's Creating Risk in Your Workplace?

ELT, Inc. / Littler Mendelson

May 21, 2008

Ending the Wage and Hour Class Wars: The Total Wage and Hour Compliance Initiative

Bay Area Human Resource Executives Council (BAHREC)

May 8, 2008

Wellness Programs

National Employment Law Institute (NELI)

March 12, 2008

Simple Steps to Business Continuity and Compliance Webinar
Simply Continuous

March 6, 2008

California Class Action Summit
Littler Mendelson

February 28-29, 2008

Immigration Issues in Acquisition Transactions
Corporate Mergers and Acquisitions Conference, ALI-ABA

February 22-24, 2008

Family Responsibilities Discrimination
Panel Discussion - Bar Association of San Francisco

February 6, 2008

Conducting Effective Internal Investigations and Managing the Whistleblower Threat in Your Firm
Bureau of National Affairs (BNA)

November 6-8, 2007

Wellness in Employment Law
5th Annual Client Conference - Workforce Logic

August 30, 2007

Private Sector Preparedness
Business Recovery Managers Association

July 17, 2007

Keynote—General Session
59th Annual Convention - Southern Association of Workers' Compensation Administrators

May 31, 2007

Preventing Workplace Violence in 2007: Critical Lessons for Threat Assessment & Reduction
Littler Mendelson, LexisNexis and ELT Webinar

March 7-8, 2007

Conducting an Investigation—What to do when the boss on the Board is implicated?
Leadership Council Summit - Open Compliance and Ethics Group

February 23, 2007

The New Legal Duty of Preparing for Disaster in the Workplace—from 9/11 to the Pandemic
First HR / Legal Pandemic Influenza Symposium - BARC

February 21, 2007

Garry Mathiason Presents Keynote Address at HR Week West
HR Week West, Santa Clara, CA

January 9, 2007

Employment Law Developments and Trends
Northern California Human Resources Association

December 5, 2006

National Leaves of Absence and Leaves Under CA Law
Institute for Corporate Counsel

October 30—November 1, 2006

Law, Ethics and Governance: Issues of Integrity and Liability
Co-presenter: Marcia Narine, Corporate Security, Business Continuity and Crisis Management Conference

September 29-30, 2006

Employment Compliance 360 Degrees
Open Compliance and Ethics Group

September 28, 2006

Legal and Regulatory Standards For Business Continuity Plans
Business Recovery Managers Association

May 11, 2006

Achieving Employment Compliance: Essential Metrics for a New Age of Legal Compliance and Ethics Management
Littler Mendelson Webinar

November 17, 2005

Corporate Crime and Corruption: Influencing Integrity Compliance
2005 Corporate Security, Business Continuity, and Crisis Management Conference, New York, NY

November 8, 2005

The New Language of HR Compliance—The Integration of Labor and Employment Compliance with Corporate Compliance
Society of Human Resources Management

Summer 2005

Workplace Violence Prevention
U.S. Department of Justice, Federal Bureau of Investigations and Dallas Police Department

November 13, 2003

Contingent Workforce Risk Management Strategies
Executive Briefing - ABE Services, LLC.

October 8, 2003

204 Class Actions: Thirty Developments in 90 Minutes

National Meeting - American Corporate Counsel Association

June 26, 2001

Decoding the Eleven Employment Law Trends of the First Decade

Annual Meeting - Society of Human Resources Management

May 24, 2001

Workforce Transition: Ten Legal Landmines Surrounding Layoffs

Deloitte & Touche

May 17, 2001

The Impact of Circuit City on Arbitration Agreements

National Academy of Arbitrators

April 30, 2001

Rethinking your Business: Law Practice Redefined

Glasser Legal Works

Books & Book Chapters

- "Developing and Implementing Effective Compliance Systems," *Corporate Governance and Compliance Client Strategies*, Aspatore Books, 2007, 7-26
- "Violence in the Workplace," *Employment Law Desk Book for Human Resources Professionals*, Chapter 26, Thomson West, 2004
- *Threat Assessment: A Risk Management Approach*, Foreword, authors: Turner and Gelles, The Haworth Press, 2003
- *The National Employer*, LexisNexis and Littler Mendelson, 1984-2011
- *Terror and Violence in the Workplace*, 1st - 3rd Eds., 1994-1997
- "Legal and Liability Issues," *Preventing Violence in the Workplace*, author: Labig, Amacom, 1995, 61-81
- *The Public School Employer and Collective Bargaining: A Guide to the California Educational Employment Relations Act*, The Labor Relations Press, 1977