

William H. Ng

Shareholder

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Focus Areas

Wage and Hour

Retail

Healthcare

Hospitality

Transportation

Class Action

Discrimination and Harassment

Contractors, Staffing and Contingent Workers

Hiring, Performance Management and Termination

Policies, Procedures and Handbooks

Workplace Policy Institute

Overview

William H. Ng represents employers and management in a wide range of labor and employment law matters. His litigation practice focuses on defending companies of all sizes, from startups to multinational corporations, in the following:

- Federal and state wage and hour class and collective actions
- Employee/independent contractor classification issues
- Discrimination, harassment, and retaliation cases
- Contract, trade secret and restrictive covenant matters

William has handled numerous cases and disputes involving:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)

- The Family and Medical Leave Act (FMLA)
- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- New York State and City Human Rights Law
- New York State Commercial Goods Transportation Fair Play Act
- New York State Construction Industry Fair Play Act
- Fair Housing Act (FHA)

He regularly appears in federal and state courts in New York and New Jersey and has successfully defended clients in mediations and arbitration proceedings. William has extensive experience representing companies being audited and investigated by federal, state, and local regulatory and administrative agencies including:

- The Equal Employment Opportunity Commission
- The U.S. Department of Justice, Civil Rights Division, Immigrant and Employee Rights Section
- The U.S. Department of Labor, Wage & Hour Division
- The New York State Office of the Attorney General
- The New York State Department of Labor
- The New York State Division of Human Rights
- The New York City Commission on Human Rights

In addition to his litigation practice, William regularly advises employers on their workplace policies and practices for compliance with federal, state, and local employment laws. William provides strategic and practical advice to clients with respect to pay practices, employment and restrictive covenant agreements, handbook and personnel policies, internal investigations, employee discipline and discharge decisions, leaves of absence and workplace accommodation issues, and workplace safety policies. He also conducts workplace training sessions for employees, managers, human resource professionals and attorneys on topics concerning inclusion, equity, and diversity.

William works with clients in a wide range of industries that include:

- Hospitality (international/multistate restaurants, hotels and catering halls)
- National retailers
- Transportation (logistic companies and contractor/on-demand drivers)
- Healthcare (including hospitals, physical therapy and psychotherapy practices and behavioral health providers)
- Financial services (including multistate banks and retailers)
- Manufacturing, distribution, and retail
- Education (including private companies and charter schools)
- Nonprofit organizations (including community based social service providers)
- Commercial real estate and residential co-operative buildings
- Construction (trades, suppliers, and management companies)
- Municipal work (law enforcement and local districts)

William's representative experience:

- Successfully defended catering halls and restaurant groups in class actions alleging unpaid wages and improper distribution of service charges and obtained numerous favorable settlements
- Successfully defended transportation and logistics company against claims of unpaid overtime led to dismissal of action in favor of company
- Obtained an order denying conditional certification in a Fair Labor Standards Act (FLSA) collective/class action filed in the Southern District of New York brought on behalf of restaurant workers
- Prevailed on a motion for summary judgment in favor of hospitality employer and successfully dismissed executive chef's misclassification and unpaid overtime claims
- Successfully represented a luxury hotel and resort in a Department of Labor investigation against claims of wage and hour violations
- Successfully defended multistate transportation companies against misclassification claims at workers' compensation and unemployment insurance hearings
- Representation of employers appealing company-wide unemployment insurance contribution determinations
- Defended global real estate firm in an action alleging gender discrimination and harassment claims
- Defended private and public healthcare employers in actions alleging discrimination and retaliation claims
- Defense of property and business owners in lawsuits alleging disability discrimination under Title III of the Americans with Disabilities Act (ADA)

Prior to joining Littler, William spent more than five and a half years as an assistant corporation counsel and senior counsel in the Tort and Labor and Employment Law divisions of the New York City Law Department. While in the Labor and Employment Law Division, he represented various city agencies, including the New York City Police, Fire and Education departments in employment litigation and wage and hour collective actions. In the Tort Division, he selected numerous juries and tried several negligence cases to verdict in New York State Supreme Court.

William is a past President of the Asian American Bar Association of New York (AABANY), the largest diverse bar association in the country. William has earned industry recognition for his legal work and is a recognized leader in the Asian American and Pacific Islander (AAPI) community for his civic and community engagement. He regularly speaks to national and local trade associations, bar associations and business groups on labor and employment law topics. As a member of Littler's Workplace Policy Institute (WPI), William partners with the New York employer community to engage in legislative and regulatory advocacy efforts on workplace issues.

Professional and Community Affiliations

- Past President, Asian American Bar Association of New York (AABANY)
- Past Vice-President, Finance and Development, Asian American Bar Association of New York (AABANY)
- Founding Co-Chair, Labor and Employment Law Committee, Asian American Bar Association of New York (AABANY)
- Past Member, Board of Directors, Asian American Bar Association of New York (AABANY)
- Past Recording Secretary, Asian American Bar Association of New York (AABANY)
- Past Co-Chair, Communications, Young Lawyers, Government and Public Sector, and Student Outreach Committees, Asian American Bar Association of New York (AABANY)

- Past Co-Director, Joint Minority Bar Judicial Internship Program
- Past Co-Chair, Sponsorship Committee, Sonia & Celina Sotomayor Judicial Internship Program (SCS JIP)
- Member, American Bar Association
- Past Member, Asian and Asian American Council, Binghamton University
- Past Member, Long Island Committee, New York Metro Chapter, Binghamton University Alumni Association
- Past Member, Action Council, Coalition for Asian American Children & Families
- Past Member, Committee on Diversity Recruitment and Retention, New York City Law Department
- Past Vice-Chairperson, Young Lawyers Committee, Queens County Bar Association

Recognition

- Alumni Honoree, *St. John's Law Asian Pacific Islander Desi American Heritage Month Celebration*, 2023
- Named, Power of Diversity: Asian 100, *City & State New York*, 2022-2023
- Named, City & State's Law Power 100, *City & State New York*, 2022-2023
- Recipient, Best Under 40 Award, *National Asian Pacific American Bar Association*, 2021
- Named, Top 40 Young Lawyers, *American Bar Association, Young Lawyers Division*, 2019
- Named, Rising Star in Employment Litigation: Defense, New York Metro, *Super Lawyers*, 2014-2022
- Recipient, Diversity Fellowship, Labor and Employment Law Section, *New York State Bar Association*, 2013-2014
- Recipient, MVP Award, *Asian American Bar Association of New York*, 2011
- Recipient, Tort Division Chief Awards, Office of the Corporation Counsel, *New York City Law Department*, 2009 and 2010

Education

J.D., St. John's University School of Law, 2007

B.A., Binghamton University, 2004, *cum laude*

Bar Admissions

New York

New Jersey

Courts

U.S. District Court, Eastern District of New York

U.S. District Court, Southern District of New York

U.S. Court of Appeals, 2nd Circuit

Publications & Press

New York Legislature to Increase Executive, Administrative, and Professional Compensation Threshold, Expanding Certain Wage Payment Protections

Littler ASAP

June 13, 2023

This is Us – Alumni on Life in the Law

St. John's Law Magazine

Spring 2023

New York City D.A. Wants to Prosecute Wage Theft as a Crime

Littler ASAP

February 21, 2023

New York State Provides Protection for Individuals Based on Citizenship and Immigration Status

Littler ASAP

December 27, 2022

Jeffrey Oing: The Chief Judge All New Yorkers Need Now

New York Law Journal

December 15, 2022

AAPI Professional Career Trajectories

New York City Bar Podcast

May 26, 2022

Celebrating AAPI Heritage Month: Leadership and Collaboration

Littler Podcast

May 18, 2022

“Open for Business”: New York City’s Mayor Signs Executive Order to Help Small Businesses

Littler ASAP

January 5, 2022

Littler’s William Ng Receives Best Under 40 Award from National Asian Pacific American Bar Association

Littler Press Release

September 10, 2021

Alumnus leads bar association, combats racism

Binghamton University Alumni Connect

April 6, 2021

3 Ways Employers Can Help Asian Workers As Attacks Surge

Law360

February 26, 2021

Littler's William Ng Named President-Elect of the Asian American Bar Association of New York

Littler Press Release

February 25, 2021

AABANY Congratulates Littler on Receiving the 2020 NAPABA Law Firm Diversity Award

AABANY Blog

November 9, 2020

ABA Young Lawyers Division Names Littler's William H. Ng Among 2019 Top 40 Young Lawyers

Littler Press Release

June 28, 2019

Littler Elevates 28 Attorneys

Littler Press Release

January 2, 2019

Speaking Engagements

Improving Employee Relations in a Rapidly Changing Workplace

Melville, NY

April 4, 2024

Timely Employment Law Issues for New York Nonprofits

New York City Bar Association Not-for-Profit Law Institute 2024: Exploring the Relationships that Drive Nonprofits, New York, NY

March 22, 2024

Why Can't We All Just Get Along?

AABANY and AAJANY (CLE) Program, New York, NY

March 20, 2024

Influencing the Labor and Employment Legislative and Regulatory Process Through Advocacy and Litigation
National Employment Law Council (NELC) Annual Conference (CLE) Program, Washington, DC
May 3, 2023

Measuring, Reporting and Collaborating to Improve Outside Counsel Diversity
Association of Corporate Counsel New Jersey (CLE) Webinar
December 16, 2021

Vaccines and Returning to Work: How the Pandemic is Changing Workplace Accommodations
INFIN 2021 Money Trends Conference, Washington, DC
November 2, 2021

Measuring, Reporting and Improving Outside Counsel Diversity
AABANY Fall Conference Continuing Legal Education (CLE) Webinar
October 23, 2021

Diversity, Equity & Inclusion: Being All Together in Race, Gender, Ethnicity & Age
New York State Bar Association (NYSBA) Continuing Legal Education (CLE) Webinar
October 8, 2021

Workforce Developments Relating to the Pandemic
Financial Service Centers of New York (FSCNY) General Membership Meeting
October 5, 2021

Employer Conundrum: Vaccinations and the Workplace
Client Webinar
August 31, 2021

COVID-19 Vaccine Considerations for New York Employers
Asian American Federation (AAF): Executive Directors Learning Circle
August 20, 2021

Navigating Emerging Issues in Public Accommodations: An Overview of ADA Title III, the NYSHRL and NYCHRL
Lawyers Alliance for New York Webinar
February 22, 2021

The COVID-19 Vaccine: Legal and Practical Implications for Employers
Financial Service Centers of New York (FSCNY) General Membership Meeting
February 16, 2021

Litigation Trends in a Post Pandemic World: Hot Topics, Claims and Jurisdiction

Financial Service Centers of New York (FSCNY) General Membership Meeting
September 15, 2020

Small Business Navigation of the COVID-19: A Briefing on Relief and Remedies

Queens Chamber of Commerce Webinar
June 9, 2020

Hotel Owners & COVID-19: Manage Your Team and Labor Costs

Asian American Hotel Owners Association (AAHOA) Webinar
April 13, 2020

Diversity, Inclusion and Bias in the Legal Profession

Hanover Bank – Asian American Bar Association of New York (AABANY), Flushing, NY
January 31, 2020

Tri-State Authentic Leadership Summit: How to Hold Courageous Conversations About Contemporary Narratives

Tri-State Diversity Council, Parsippany, NJ
October 21, 2019

Understanding Diversity and Inclusion in Our Everyday World

Flushing Bank – Asian American Bar Association of New York (AABANY), New Hyde Park, NY
October 2, 2019

Hot Topics in Labor & Employment Law: Compliance Issues for Financial Service Centers

Financial Service Centers of New York (FSCNY) General Membership Meeting, Queens, NY
September 10, 2019

Legal Seminar for Small Businesses

NYS Committeewoman Sandra Ung and Flushing Business Improvement District Event, Flushing, NY
May 17, 2019

Training the Trainer: New Workplace Laws and Training Requirements in the Post-#MeToo Era

Financial Service Centers of New York (FSCNY) Annual Conference & Expo, Brooklyn, NY
May 16, 2019

Race & Gender in the Law: Navigating Today's Legal Workplace

St. John's University School of Law Center for Labor and Employment Law, Queens, NY
April 1, 2019

Diversity and Inclusion in the Workplace: Respecting and Embracing It

Flushing Bank – Asian American Bar Association of New York (AABANY), New York, NY
October 17, 2018

Perspective on Effective Appellate Advocacy

Fall Conference - Asian American Bar Association of New York (AABANY), New York, NY
September 22, 2018

Hot Topics in Labor and Employment Law

Financial Service Centers of New York (FSCNY) Annual Conference & Expo, Brooklyn, NY
April 26, 2018

Day One Dialogues: The Power of #MeToo

St. John's Law School
January 16, 2018

New York State DOL's Proposed Employee Scheduling Regulations: A Predictable Challenge for Employers

Hauppauge Industrial Association of Long Island (HIA-LI), Human Resources Committee, Long Island, NY
January 11, 2018

Complying with the Immigration Laws as an Employer

Fall Conference - Asian American Bar Association of New York (AABANY), New York, NY
September 23, 2017

Employer Compliance: Practical Advice for Employers of DACA Recipients

Illinois Business Immigration Coalition (IBIC) Webinars
August 23, 2017 and September 12, 2017

Speaking Up for Yourself: Salary Negotiation for APA and Women Attorneys

Fall Conference - Asian American Bar Association of New York (AABANY), New York, NY
September 24, 2016

Preparing For Change: DOL's Final Rule on Overtime and Brief Update on the Affordable Care Act

Mid Atlantic Regional Conference - Asian American Hotel Owners Association (AAHOA), Cherry Hill, NJ
September 20, 2016

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

March 16, 2016

Career Panel on Opportunities in Labor & Employment Law

Practicing Attorneys for Law Students Program, Inc. (PALS), New York, NY
November 4, 2015

Chutes and Ladders: Tips for Winning When Faced with Wage/Hour Challenges Under the FLSA

October 22, 2015

Networking Your Brand

Joint Program – Asian American Bar Association of New York (AABANY) and Metropolitan Black Bar Association (MBBA),
New York, NY
August 13, 2015

Diversity Bar Association Panel

St. John's University School of Law
March 19, 2015

Employment/Labor Law Update 2014 Panel Discussion

Labor and Employment Law Committee - Metropolitan Black Bar Association (MBBA), New York, NY
November 13, 2014

Tackling Labor Employment Issues in Professional Sports and Beyond

Fall Conference - Asian American Bar Association of New York (AABANY), New York, NY
September 20, 2014

2014 Employment Law Update

Labor & Employment Law Committee - Asian American Bar Association of New York (AABANY), New York, NY
January 20, 2014

Diversifying Your Network With Professional Associations

St. John's University School of Law
October 8, 2013

Life After Law School: The Paths Ahead of You

St. John's University School of Law
April 12, 2012

Career Workshop

Upstate Conference - Asian American Bar Association of New York (AABANY), Syracuse, NY
October 29, 2011

The Nuts and Bolts for APAs Who Want to Run for Public Office

Fall Conference - Asian American Bar Association of New York (AABANY), New York, NY

September 18, 2010