



## William J. Kim

Associate

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## Focus Areas

Litigation and Trials  
Class Actions  
Discrimination and Harassment  
Wage and Hour  
Whistleblowing and Retaliation  
Robotics, Artificial Intelligence (AI) and Automation  
Workplace Safety and Health (OSHA & MSHA)

## Overview

William J. Kim represents management and employers in state and federal courts and before administrative agencies such as the Equal Employment Opportunity Commission, the U.S. Department of Labor, the Washington State Department of Labor and Industries, Washington Board of Industrial Insurance Appeals, and the California Occupational Safety & Health Appeals Board. William's nationwide practice includes litigation of:

- Wage and hour claims, including allegations of employee misclassification, off-the-clock work, and meal/rest break violations
- Discrimination, harassment, and retaliation claims
- Independent contractor, contingent workers, and staffing issues
- Nationwide class action defense
- Noncompete/nonsolicitation and trade secret claims
- Workplace safety and health

Prior to joining Littler, William was an attorney representing employees in all aspects of litigation including discovery, trial, and appeals. William brings his insights from representing plaintiffs to provide effective, practical, business-oriented advice, counsel, and representation to employers. William regularly counsels employers on day-to-day employment

law issues, such as compliance with workplace statutes and regulations, personnel policies, on-boarding, hiring, terminations, and investigations.

In addition to his employment litigation practice, William focuses a significant portion of his practice on advising and defending employers in workplace safety and health matters under the federal Occupational Safety and Health Act (OSHA), Washington Industrial Safety and Health Act (WISHA), and the California Occupational Safety and Health Act (Cal/OSHA), including conducting safety audits and reviewing safety programs. William regularly represents employers in Occupational Safety and Health appeals, settlement conferences, and hearings.

William works with a diverse range of clients in industries such as engineering, transportation, hospitality, retail, construction, technology, digital marketplaces, and telecommunications.

William is a lead content writer for the Emma Coalition. The Emma Coalition seeks to organize a nationwide effort and partnership among small, medium and large American businesses and the organizations that represent them; representatives of organized labor; and nonprofit, research and academic institutions to prepare the workforce for the coming TIDE (Technology-Induced Displacement of Employees) through education, training and engagement with policymakers.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, King County Bar Association
- Member, Labor and Employment Law Section, Washington Defense Trial Lawyers
- Member, Board of Directors, Korean American Bar Association, 2015-2016

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2022
- Named, Rising Star, *Super Lawyers*, 2017-2020

## Education

J.D., University of Washington School of Law, 2013

B.A./B.S., Carnegie Mellon University, 2007

## Bar Admissions

Washington

District of Columbia

California

## Courts

U.S. District Court, Eastern District of Washington

U.S. District Court, Western District of Washington

## Languages

Korean

## Publications & Press

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Beyond COVID-19: Washington SB 5115 Expands Workers' Compensation Liability and Notice Requirements for Infectious Diseases**

*Littler ASAP*

May 21, 2021

### **Cal/OSHA Issues Guidance on Fully Vaccinated Employees**

*SHRM Online*

May 18, 2021

### **Game-Changer: The CDC Lifts COVID-19 Masking and Distancing Restrictions for Fully Vaccinated Individuals**

*Littler ASAP*

May 13, 2021

### **Cal/OSHA Issues Long-Awaited Guidance on Fully Vaccinated Employees**

*Littler ASAP*

May 7, 2021

### **Annual Report on EEOC Developments – Fiscal Year 2020**

*Littler Report*

March 1, 2021

### **Cal/OSHA Standards Board Holds Stakeholders Meeting on COVID-19 ETS**

*Littler Insight*

December 21, 2020

**California Health Department and Governor Issue Guidance and Executive Order Shortening Quarantine Requirements under Cal/OSHA Emergency Temporary Standard**

*Littler ASAP*

December 15, 2020

**California Standards Board Passes Sweeping Cal/OSHA Emergency COVID-19 Prevention Regulation**

*Littler Insight*

November 20, 2020

**California AB 685 Imposes New Notice and Reporting Obligations for COVID-19 Workplace Exposure**

*Littler Insight*

September 18, 2020

**Best Lawyers in America® 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Annual Report on EEOC Developments – Fiscal Year 2019**

*Littler Report*

March 5, 2020

**Washington State Proposal Would Radically Increase Exempt Salary Threshold**

*SHRM Online*

June 17, 2019

**Proposed Washington State Regulations Would Radically Increase the Minimum Exempt Salary Rate**

*Littler ASAP*

June 7, 2019

**Annual Report on EEOC Developments – Fiscal Year 2018**

*Littler Report*

January 28, 2019

**Annual Report on EEOC Developments — Fiscal Year 2017**

*Littler Report*

February 27, 2018

**Proving a Hostile Work Environment, Lessons Learned from a Bench Trial**

*Trial News, Washington State Association of Justice*

September 2016

## Books & Book Chapters

- Religious Discrimination, *Washington Employment Law Deskbook*