



William J. Kim

Associate

Treat Towers
1255 Treat Boulevard, Suite 600
Walnut Creek, CA 94597
main: (925) 932-2468
direct: (925) 529-4080
fax: (925) 946-9809
wkim@littler.com



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
U.S. District Court, Northern District of California
U.S. District Court, Eastern District of California
U.S. District Court, Central District of California

Languages

Korean

Publications & Press

Understanding the Current Status of Multiple ETSs – Both Federal and California

Littler Insight

November 19, 2021

Fifth Circuit Enjoins OSHA from Enforcing Mandatory Vaccination or Test Emergency Regulations

Littler ASAP

November 13, 2021

General Counsel Should 'Keep Moving Forward' on Vaccine Mandate Compliance

Corporate Counsel

November 5, 2021

Federal OSHA Issues Long-Awaited “Vaccine or Test” Emergency Regulations

Littler Insight

November 4, 2021

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*