



## Garry G. Mathiason

Senior Counsel

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## Practice Areas

AI and Technology  
Class Action  
Arbitration  
Wage and Hour  
Whistleblowing, Compliance and Investigations  
Investigations  
Workplace Violence Prevention and Crisis Response

## Overview

Garry Mathiason is a senior partner with Littler, the largest global law firm exclusively devoted to labor and employment law representing employers. He originated and currently co-chairs the firm's Robotics, Artificial Intelligence (AI), and Automation Practice Group, providing thought leadership and legal advice to employers deploying this technology in the workplace, as well as many of the leading AI and Robotics firms in the world. His practice includes workplace law compliance and risk reduction advice for building, implementing, and monitoring AI and robotics systems, especially those supporting recruiting, talent assessment, and the full range of HR services. He routinely advises regarding technology-induced layoffs and transfers, employee skill requirements and retraining programs, robotics safety requirements, privacy regulations including biometrics and cybersecurity, Agency enforcement actions, and class action litigation, including most recently, algorithmic bias class actions. He has litigated or supervised firm attorneys defending over 1,000 workplace lawsuits. He has argued cases before the U.S. and California Supreme Courts.

Garry is widely recognized as a futurist, speaker, and one of the leading authorities on employment law trends in the United States. Garry was selected as the second Kelly Distinguished Lecturer on Robots and Jobs for Georgia Tech's Institute for Robotics and Intelligent Machines (IRIM) lecture series, which features preeminent scholars in fields of significance to robotics. He is a member of the board of editors of *The Journal of Robotics, Artificial Intelligence & Law*. Garry has been named one of the top 100 most influential attorneys in the nation by the *National Law Journal* and has received the highest rankings

from *Chambers USA*, *Who's Who Legal* and *The Best Lawyers in America*. He was recognized in 2019 as a "Top AI" attorney by the *Daily Journal*. He was among 10 attorneys recognized in *Human Resource Executive's* inaugural Hall of Fame as one of the nation's most powerful employment attorneys.

Garry is a founder of NAVEX Global, the ethics and compliance authorities, which provides legal compliance solutions through an array of GRC products and services. Garry currently serves on the Board of Workforce LogIQ, a Carlyle Group portfolio company.

Previously serving as a name partner and Chairman of the Board, he helped guide the firm's growth, including originating its public sector, global, and contingent worker practices to building the foundation that even now supports client educational programs and its advanced use of technology in the practice of law.

## 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
- Board Member, WorkforceLogIQ

## Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Fellow, *College of Labor and Employment Lawyers*
- Named, The Best Lawyers in America®, 2006-2025
- Named, 500 Leading Corporate Employment Lawyers, *Lawdragon*, 2020-2025
- Named, Lawyer of the Year, Employment Law - Management, *The Best Lawyers in America®*, 2021
- Ranked, Labor & Employment, *Chambers USA*, 2003-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in California, *Business Today*, 2023
- Named, Top Artificial Intelligence Lawyers, *Daily Journal*, June 26, 2019
- Ranked, Labor & Employment, *Chambers Global*, 2014-2018
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2012-2016
- Named, 10 Most Innovative Individuals, *North American Innovative Lawyers Report*, *Financial Times*, 2015
- Named, *Fastcase 50*, 2015
- Recipient, Innovator Award, *The Recorder*, 2014
- Named, Who's Who in American Law, 2014
- Named, Nation's Most Powerful Employment Attorney - Hall of Fame, *Human Resources Executive*, 2013

- Named, 100 Most Influential Attorneys in the Nation, *National Law Journal*
- Recipient, Merit Award, *Northwestern Alumni Association*, 2013
- Named, Hall of Fame Inductee, *Lawdragon*, 2013
- Named, Nation's Most Powerful Employment Attorneys, *Human Resource Executive Magazine*, 2008-2011
- Named, Management Labour and Employment, *Who's Who Legal*, 2010 and 2011, 2024
- Named, 500 Leading Lawyers in America, *Lawdragon*, 2011, 2020
- Named, Top Labor and Employment Attorney, *Los Angeles Daily Journal*, 2011
- Named, Top Labor and Employment Attorney, *San Francisco Daily Journal*, 2011
- Named, 25 Most Powerful People in Staffing, *Staffing Industry Review*, 2010

## 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

### **Littler Ranked in 2024 Chambers USA Guide**

*Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Press Release*

June 6, 2023

### **Littler Ranked in Chambers USA Guide 2022**

*Press Release*

June 1, 2022

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

*Press Release*

August 19, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Press Release*

May 27, 2021

**Inaugural Report of Littler's Global Workplace Transformation Initiative**

*Littler Report*

March 30, 2021

**Littler Attorneys Recognized by BTI Consulting and Lawdragon**

*Press Release*

December 15, 2020

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

*Press Release*

August 20, 2020

**Five Essentials for Successful Adoption and Organizational Deployment of AI-Powered HR Systems**

*Littler Podcast*

December 4, 2019

**How to Comply With Illinois' First In the Nation AI Video Interview Law**

*TLNT*

September 30, 2019

**Implementing Illinois' AI Video Interview Act: Five Steps Employers Can Take to Address Hidden Questions and Integrate Policies with Existing Employment Laws**

*Littler ASAP*

September 17, 2019

**Best Lawyers in America® 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

**Can AI, Analytics and Tech Make Future HR More Human?**

*XpertHR*

July 17, 2019

**Can clearer regulations motivate companies to use AI in HR?**

*TechWire Asia*

July 3, 2019

**New Illinois Bill Sets Rules for Using AI with Video Interviews**

*SHRM Online*

July 1, 2019

**Top Artificial Intelligence Lawyers of 2019**

*Daily Journal*

June 26, 2019

**Digitization of the Workplace: The Impact of AI and Automation on the American Workforce**

*Littler Podcast*

June 18, 2019

**Littler Survey Finds Employers Responding to Robust Federal Enforcement, Active State Legislatures and Ongoing #MeToo Movement**

*Press Release*

May 8, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Press Release*

April 25, 2019

**Employers Embrace Artificial Intelligence for HR**

*SHRM Online*

March 19, 2019

**Stay Competitive While Adopting Transformative Technologies**

*Today's General Counsel*

December 27, 2018

**Littler Hosts 2018 Future Workforce Roundtable**

*Press Release*

December 14, 2018

**Future Workforce - 2018 Thought Leadership Roundtable Report**

*Littler Report*

December 13, 2018

**Littler Hosts Roundtable of Industry Leaders to Discuss Impact of Automation Technologies**

*Press Release*

December 4, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

**Workplace Policy Institute Looks at Tech-Induced Displacement of Employees, Co-Founds Emma Coalition**

*Robotics Business Review*

August 13, 2018

**Automation Revolution Will Spur Retraining to Fill New Jobs**

*SHRM Online*

July 10, 2018

**Littler and Prime Policy Group Release Joint Report on the Impact of AI and Automation on the American Workforce**

*Press Release*

June 18, 2018

**The Future Is Now: Workforce Opportunities And The Coming TIDE**

*Littler Report*

June 18, 2018

**Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Press Release*

June 5, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Press Release*

May 15, 2018

**Audit Annually to Catch Bias in Artificial Intelligence**

*SHRM Online*

April 27, 2018

**Tracking Your Facial Expressions, Reading Between the Lines: AI in the Workplace**

*AirTalk*

April 25, 2018

**What's on Your Mind? Bosses Are Using Artificial Intelligence to Find Out**

*The Wall Street Journal*

March 28, 2018

**AI's Transformational Role in Making HR More Objective While Overcoming the Challenge of Illegal Algorithm Biases**

*RAIL: The Journal of Robotics, Artificial Intelligence & Law*

March 1, 2018

**Littler's Robotics, AI, and Automation Group Helps Employers Prepare for the Continuing Technological Revolution**

*Littler Podcast*

October 13, 2017

**Littler Attorneys Named in 2017 Who's Who Legal Guide**

*Press Release*

September 28, 2017

**How to Manage Staffing & Morale During Robotics Adoption**

*Robotics Business Review*

September 21, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**Microsoft Workplace Safety Software Elicits Praise, Concerns**

*Bloomberg BNA*

June 6, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Press Release*

May 26, 2017

**Former Littler Chair Takes Lead of Firm's AI Practice**

*The Recorder*

November 16, 2016

**How Robots Are Transforming the Workplace**

*XpertHR*

November 14, 2016

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**How New Technology Could Create New Legal Problems**

*Fortune*

July 8, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Press Release*

May 27, 2016

**Why Government Regulations Help Workers' Productivity**

*Fast Company*

May 4, 2016

**2016 Workforce/Workplace Forecast**

*Herman Trend Alert*

January 15, 2016

**The Transformation of the Workplace Through Robotics, Artificial Intelligence, and Automation**

*Littler Report*

August 4, 2016

**Littler Recognized as a Top Law Firm for Innovation by the Financial Times**

*Press Release*

December 11, 2015

**Innovative Lawyers Award Winner Catches the Mood of an Age**

*Financial Times*

December 8, 2015

**Why Employers Need to Prepare for a New Age**

*Robotics Law Journal*

November 1, 2015

**Who Benefits From Culture of Long Work Hours**

*Bloomberg BNA Human Resources Report*

September 7, 2015

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Press Release*

August 18, 2015

**The Big Move Toward Big Data in Employment**

*Littler Report*

August 4, 2015

**The singularity and employment**

*Inside Counsel*

August 1, 2015

**Robots Might Take Your Job, But Here's Why You Shouldn't Worry**

*Fast Company*

July 28, 2015

**Littler Shareholders Scott Forman and Garry Mathiason Recognized as “Fastcase 50” Legal Innovators**

*Press Release*

July 16, 2015

**Labor and Employment Law in a World of Automated Systems**

*LegalTech News*

June 23, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Press Release*

May 20, 2015

**Love in the time of cubicles**

*The Washington Post*

February 12, 2015

**Martine Rothblatt Interview: Welcome to Cyberia**

*Talent Management*

January 2, 2015

**Innovators: Garry Mathiason, Littler Mendelson**

*The Recorder*

December 8, 2014

**Helping Hands?**

*Risk&Insurance*

October 15, 2014

**The next frontier**

*Canadian Lawyer*

September 29, 2014

**What if Ray Rice worked in an average company?**

*The Washington Post*

September 16, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Press Release*

August 18, 2014

**Are robots coming for your job?**

*The Washington Post*

August 7, 2014

**In an improving economy, is age discrimination getting better or worse?**

*The Washington Post*

July 25, 2014

**Podcast: The Rise of Robotics and What It Means for Employers**

*XpertHR*

July 22, 2014

**GCs face reality of new frontier challenges**

*Canadian Lawyer InHouse*

June 23, 2014

**Will Robotics and the Workplace Collide or Blend?**

*Robotics Business Review*

June 9, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Press Release*

May 23, 2014

**Schools crack down on unpaid internships**

*The Washington Post*

May 16, 2014

**I'll tell you my salary, if you'll tell me yours**

*The Washington Post*

April 9, 2014

**Littler Named Law Firm of the Year for Labor and Employment by Who's Who Legal**

*Press Release*

April 2, 2014

**9th Circuit hands plaintiffs' labor lawyers a victory**

*Daily Journal*

March 14, 2014

**New report says robotics is the fastest growing industry in the world**

*Robohub*

February 17, 2014

**Herman Trend Alert: Transforming The Workplace With Technology**

*After Market News*

February 12, 2014

**Even (Some) Law Firms Think Robots Are The Next Big Thing**

*Forbes*

January 31, 2014

**Littler Names Lisa “Lee” Schreter as Chair of Board of Directors**

*Press Release*

January 28, 2014

**Will robots spawn lawsuits? Legal expert says yes**

*Silicon Valley Business Journal*

January 10, 2014

**Robots steal jobs from humans, cause legal cyclone**

*San Francisco Business Times*

December 5, 2013

**10 Areas of Employment and Labor Law Most Impacted by Robotics, Human Enhancement Technologies & the Growth of AI**

*Robotics Business Review*

November 13, 2013

**Major Law Firm Debuts Robotics Practice Group**

*Robotics Business Review*

November 13, 2013

**Senate Votes to Protect LGBT from Workplace Discrimination**

*CityTownInfo.com*

November 7, 2013

**What ENDA would mean for managers in the workplace**

*The Washington Post*

November 6, 2013

**Littler Forms Robotics Practice Group to Help Employers Prepare for the Workplace of the Future**

*Press Release*

October 23, 2013

**Littler Forms Robotics Group To Tackle AI Workplace Issues**

*Law360.com*

October 23, 2013

**2013 Roundtable Series – Labor & Employment**

*California Lawyer*

October 1, 2013

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Press Release*

August 15, 2013

**Littler Distinguished Among the Nation's Most Powerful Employment Attorneys**

*Press Release*

June 25, 2013

**Littler Named Management, Labour and Employment Firm of the Year by Who's Who Legal**

*Press Release*

June 24, 2013

**Bring Your Gun to Work**

*The Federal Lawyer*

June 1, 2013

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Press Release*

May 24, 2013

**Robots, the Workplace and the Law**

*Robotics Business Review*

May 3, 2013

**ERE Conference's Final Day: Yes, the Robots Are Coming to a Workplace Near You**

*ERE*

April 18, 2013

**The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute**

*Littler Report*

February 21, 2013

**When maternity leave doesn't mean 'out of office'**

*The Washington Post*

February 20, 2013

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

*Workforce Management*

October 18, 2012

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

*Press Release*

September 7, 2012

**Firms seeing uptick in labor and employment work**

*Daily Journal*

August 29, 2012

**Littler Mendelson Names Phila. Lawyer As Co-President**

*The Legal Intelligencer*

August 22, 2012

**Roth named co-president of Littler Mendelson**

*San Diego Daily Transcript*

August 20, 2012

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

*Press Release*

June 12, 2012

**Littler Attorneys Recognized As Nation's Most Powerful Employment Attorneys**

*Press Release*

May 25, 2012

**The "Bring Your Own Device" to Work Movement**

*Littler Report*

May 10, 2012

**More American workers sue employers for overtime pay**

*USA Today*

April 17, 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*

February 15, 2012

**8 Major & Emerging Challenges Facing Global Employers in 2012**

*TLNT*

January 5, 2012

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

*Press Release*

January 4, 2012

**Labor lawyers brace for sweep of changes coming in new year**

*San Francisco Business Times*

December 16, 2011

**Cupertino shooting not first instance of workplace violence**

*KGO-TV ABC 7 News*

October 5, 2011

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Press Release*

September 12, 2011

**Concrete Company Cements Win in Meal Period Class Action Trial**

*Littler ASAP*

September 6, 2011

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

*Press Release*

July 15, 2011

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

*Press Release*

July 11, 2011

**Chambers USA Honors Littler And Its Attorneys**

*Press Release*

June 27, 2011

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

*Press Release*

June 17, 2011

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

*Littler Report*

April 6, 2011

**Surfing the Contingent Workforce Wave**

*Los Angeles and San Francisco Daily Journal*

February 24, 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*

February 2011

**States, feds crack down on firms using 'contract workers'**

*USA Today*

December 13, 2010

**Don't Tolerate a Bullying Manager**

*Bloomberg Businessweek*

October 26, 2010

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

*Littler Report*

September 30, 2010

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

*Press Release*

August 9, 2010

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

*Daily Journal*

August 5, 2010

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

*Staffing Industry*

August 1, 2010

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

*Littler ASAP*

July 2, 2010

**Littler Attorneys Recognized as Nation's Most Powerful Employment Lawyers**

*Press Release*

June 30, 2010

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

*In the News*

June 29, 2010

**Littler Attorneys Honored by Chambers USA**

*Press Release*

June 21, 2010

**Avoiding Class-Actions and Winning in Court**

*Human Resource Executive Online*

June 16, 2010

**Temps Nation**

*California Lawyer*

June 1, 2010

**The Future of Wage-and-Hour Class Actions**

*External Publication*

April 19, 2010

**Quarter of workforce could become temps as contract work grows**

*USA Today*

December 11, 2009

**Shifting Gears**

*San Francisco Daily Journal*

August 21, 2009

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

*Press Release*

August 14, 2009

**Future Work Force**

*Los Angeles & San Francisco Daily Journal: Labor & Employment Supplement*

July 15, 2009

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

*Littler Report*

May 11, 2009

**Employment Law: The Shifting Legal Landscape**

*Human Resource Executive Online*

November 19, 2008

**51 Littler Attorneys Named to The Best Lawyers in America**

*Press Release*

October 31, 2008

**Banning Bullies**

*InsideCounsel*

July 1, 2008

**Hooking Up at Work?**

*Newsweek*

May 13, 2008

**Employers Can't Ignore Workplace Bullies**

*Bloomberg Businessweek*

May 7, 2008

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

*Littler Report*

April 25, 2008

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

*Littler Report*

April 21, 2008

**Emerging Defense Might Help End Wage and Hour**

*Society for Human Resource Management (SHRM)*

April 11, 2008

**The Best Defense**

*Human Resource Executive Online*

March 2, 2008

**Garry Mathiason Named Among Top 10 Employment Attorneys**

*Human Resource Executive Online*

March 2, 2008

**Take Care of Yourself (or Else)**

*Executive Counsel*

March/April 2008

**Bullies in the Workplace**

*Yahoo! Hotjobs*

February 6, 2008

**No Bullying Allowed**

*The Complete Lawyer*

January 2008

**Employment Law Roundtable**

*California Lawyer*

August 2, 2007

**Stamping Out Workplace Bullies**

*Workforce Management*

July 17, 2007

**Beware Of That Video Resume**

*Bloomberg Businessweek*

June 11, 2007

**Employer Mandated Wellness Initiatives: Respecting Workplace Rights While Controlling Health Care Costs**

*Littler Report*

April 23, 2007

**Employers Pursue 'Not-So-Voluntary' Wellness Programs**

*Society for Human Resource Management (SHRM)*

April 17, 2007

**An Ever-Changing Workforce Management Landscape**

*Workforce Management*

February 13, 2007

**Love contract? It's office policy**

*Los Angeles Times*

February 13, 2007

**I Can't Believe They Took The Whole Team**

*Bloomberg Businessweek*

December 18, 2006

**Sex harassment prevention classes may be paying off**

*SF Gate*

September 4, 2006

**California Puts Career Plaintiff Out of Business**

*InsideCounsel*

September 1, 2006

**Standing Out The Bounds Of Whistleblowing**

*Compliance Week*

August 1, 2006

**11 Littler Mendelson Lawyers Recognized as Legal Elite by Chambers USA**

*Press Release*

June 19, 2006

**Strategic Initiatives for Countering the Class Action Epidemic**

*Littler Report*

May 18, 2006

**You Are What You Post**

*Bloomberg Businessweek*

March 27, 2006

**Background Checks That Never End**

*Bloomberg Businessweek*

March 20, 2006

**Harassment training rules spur fight**

*Sacramento Business Journal*

February 10, 2006

**Giving Disclosures**

*InsideCounsel*

February 1, 2006

**Sexual harassment training becoming a lucrative business**

*San Francisco Chronicle*

January 1, 2006

**New Images Found in Police Scandal: Uproar over 'shameful' videos reverberates from Bayview to San Francisco City Hall**

*San Francisco Chronicle*

December 9, 2005

**Toward The End of the French Exception?: Overcoming the Challenges of Establishing a Global "Whistleblower" Hotline**

*Littler ASAP*

December 8, 2005

**State to publish harassment guidelines**

*Central Valley Business Times*

December 7, 2005

**Nine Littler Attorneys Named to 2006 Best Lawyers in America Publication**

*Press Release*

October 11, 2005

**Compliance Matters: What Should You Be Doing To Build Better Compliance Policies?**

*Corporate Legal Times*

September 1, 2005

**Embracing Employment Law as Part of the Corporate Compliance Initiative: The Expanding Jurisdiction of the Chief Compliance Officer**

*Society of Corporate Compliance and Ethics*

August 1, 2005

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

*Compliance & Ethics*

August 2005

**Strategic Initiatives for the World at Work**

*Littler Report*

April 1, 2005

**How to Fire a CEO**

*Executive Counsel*

Fall 2004

**How to Hire a CEO**

*Executive Counsel*

July 2004

**Strategic Initiatives for the Changing Workforce**

*Littler Report*

April 8, 2004

**The Outbreak of a New Illness, SARS (Severe Acute Respiratory Syndrome), Has Significant Implications for the Workplace**

*Littler ASAP*

April 30, 2003

**The Critical Role of Trust Between Employees and Employers in the Development of Workplace Law**

*Littler Report*

April 4, 2003

**Balancing Act: California's Paid Family Leave Law Will Create Compliance Challenges**

*San Francisco Daily Journal*

November 11, 2002

**Paid Family Leave: Security For Employees Means Confusion For Employers**

*San Francisco Daily Journal*

November 1, 2002

**California's New Legislation Providing for Paid Family and Medical Leave Raises Significant Implementation Questions and Challenges for Employers**

*Littler ASAP*

October 31, 2002

**Arbitration in Employment Settings: Implications of Circuit City and Waffle House**

*Bench & Bar of Minnesota, Vol. 59, No. 6*

July 2002

**'Waffle House': Long View**

*National Law Journal*

February 4, 2002

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

*Legal Times*

May 28, 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 30, 2001

**Weapons in the Workplace**

*SHRM Report*

April 1, 1999

**What's In Your Head Can Hurt You**

*Fortune Magazine*

July 20, 1998

**The Emerging Law of Training**

*The Federal Lawyer, Vol. 45, No. 4*

July 20, 1998

**Employment Law—Compliance in the Age of Flat Triangle**

*The Recorder*

1997

**The Electronic Workplace: Employment Law Issues Along the Information Superhighway**

*California Business Law Reporter*

January 1995

**Employment ADR: A Dispute Resolution Program for Corporate Employers**

1995

**Arbitration Support Services: A New Role for CPAs In Employer-Employee Dispute Resolution**

1992

**Events & Speaking Engagements**

**AI-Powered HR: Legal/Ethical Implications in a World of Algorithmic Bias**

IEEE Technology and Engineering Management Society SCV/SF/OEB Joint Chapter, Santa Clara, CA

November 7, 2019

**How AI and Technology are Changing the Talent Acquisition World**

Tysons Corner, VA

October 16, 2019

**AI-Powered HR Systems Arrive: Benchmarking Legal Compliance in Anticipation of Algorithmic Bias & Biometric Class Actions**

2019 California Women Lawyers In-House Counsel Puzzle Series, San Francisco, CA

October 10, 2019

**How Artificial Intelligence Is Revolutionizing the Workplace**

XpertHR Podcast

July 10, 2019

**The Time Is Now to Plan for AI and Robotics to Improve Your Company's Hiring, Learning, Security, Productivity and Morale**

2019 Executive Employer Conference, Phoenix, AZ

May 9, 2019

**Panel: Employer Use of Technology and Tracking Employees in the Workplace**

ABA Employer Rights and Responsibilities Midwinter Meeting, Las Vegas, NV

March 22, 2019

**AI Panel – Our Future with Artificial Intelligence**

Association for Advancing Automation (A3) Business Forum, Orlando, FL

January 16, 2019

**The Future of the Workplace Transformed by Artificial Intelligence, Robotics, and Other Disruptive Technologies: Employment and Labor Law Challenges and Compliance Solutions**

Federal Mediation and Conciliation Service (FMCS)

August 22, 2018

**2018 Executive Employer Conference**

Phoenix, AZ

May 2-4, 2018

**AI Panel – Will AI Replace the Need for Human Workers? How Employees Can Embrace AI to Augment Their Careers**

American Bar Association (ABA) Labor and Employment - 2018 National Symposium on Technology

April 12, 2018

**Automating Tomorrow's Workforce Panel**

Dolby HQ

November 9th, 2017

**Future Workforce Roundtable**

Washington, D.C.

2017

**AIG Broadcast**

AI Presentation for Legal Innovation Hub

June 15, 2017

**Robo-Healthcare Summit**

June 2017

**Federal Medication Conciliation Service (FMCS)**

June 2017

**Big Data Summit: What's the Deal with Using Data Analytics in Hiring, Workforce Management and Litigation?**

May 10, 2017

**Ironshore**

April 2017

**Private Law and Public Law Answers to AI: A Discussion of Robotics and Regulation**

We Robot 2017, Yale University, New Haven, CT

April 1, 2017

**We Robot**

March 2017

**The Future Has Arrived: Integrating Transformative Technologies in the Workplace**

Kelly Distinguished Lecture on Robots and Jobs, Georgia Institute of Technology

November 18, 2016

**The Future Has Arrived: Integrating Transformative Technologies in the Workplace**

May 4, 2016

**Emerging Global Trends and their Impact on Canadian Corporate Counsel**

June 19, 2014

**The Future of the Workforce: How the Robotics Revolution will Shape the Employment and Labor Law Landscape**

Washington, DC

February 12, 2014

**The Workplace Revolution: Robotics, Compliance and the Law**

October 25, 2013

**The Robotics Revolution and Workplace Law Compliance Challenges**

July 16, 2013

**Advanced Workplace Robots and Implications for Recruitment Strategies**

2013 Spring Recruiting Conference & Expo - ERE, San Diego, CA

April 17, 2013

**Sustainable Innovations for a Changing Global Workforce**

Littler Mendelson, Washington D.C.

November 8, 2012

**Keynote - Opening Session**

Littler Mendelson, Washington D.C.

November 2008 - November 2012

**Business Or Pleasure: The Debate Over “Bring Your Own Device” Policies In The Workplace**

Littler Mendelson, Minneapolis, MN

October 11, 2012

**Keynote - Opening Session**

Littler Mendelson, Minneapolis, MN

October 2002 - October 2012

**Keynote Address**

Littler Mendelson, CA

September 2008 - October 2012

**Keynote - General Session**

Littler Mendelson, AZ

May 1984 - May 2012

**2012 Northern California Employment Law Update**

San Francisco, CA

February 29, 2012

**AT&T v. Concepcion: What the Ruling Means to You**

June 21, 2011

**Legal Compass--Navigating the Changing Employment Law Landscape**

Chief Legal Officer Roundtable - NAW Billion Dollar Company

April 27, 2011

**A Guide to Combating Wage and Hour Liability**

Littler Mendelson and Reid Bowman, ELT Inc.

March 24, 2011

**Legal Update 2011**

Northern California Human Resources Association (NCHRA)

January 11 and 20, 2011

**Labor and Employment Law Roundtable**

California Lawyer

2007 and 2011

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

Institute for Human Resources

December 1, 2010

**Emerging New Workforce**

Labor Day Forum, CW Professionals

September 16, 2010

**Arbitration Agreements: Clause and Effect**

August 27, 2010

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

Human Resource Executive

August 12, 2010

**Garry Mathiason to Speak at the 2010 Staffing Industry Analysts: Contingent Workforce Risk Forum**

San Francisco, CA

May 12, 2010

**Legal Risks and Your Contingent Workforce**

Contingent Workforce Risk Forum

May 11, 2010

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

2009 CWS Summit - Staffing Industry Analysts

November 3, 2009

**Landmines, Trends and Tools**

San Francisco, CA

October 15, 2009

**Managing Employment Law Internationally**

Kochhar & Co.

October 2009

**10 Litigation Landmines Webinar**

Workforce Management

August 18, 2009

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

Law Seminars International

July 27-28, 2009

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

San Francisco, CA

July 27, 2009

**Littler Report 2009**

Siemens

June 16, 2009

**Workplace Violence Prevention During Troubled Economic Times**

Secure 360

May 12-13, 2009

**Emergency Planning & Preparation**

SF Ready

April 8, 2009

**Legal Ethics Training**

Hewlett Packard

January 23, 2009

**Legal Update 2009**

Northern California Human Resources Association (NCHRA)

January 13, 2009

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

BASHAM (Ius Laboris)

December 3, 2008

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

Contingent Workforce Strategies Summit - Staffing Industry Analysts

October 29, 2008

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

Annual Conference - Michigan SHRM

October 16, 2008

**Employment Law Update**

Berman & Company

October 2, 2008

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

Heenan Blaikie, LLP

September 25, 2008

**Bullying in the Workplace**

UC Berkeley, School of Law

September 16, 2008

**Preventing Violence in the Workplace and Law**

Association of Threat Assessment Professionals (ATAP)

August 19-22, 2008

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

ELT, Inc. / Littler Mendelson

June 2008

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

Bay Area Human Resource Executives Council (BAHREC)

May 21, 2008

**Wellness Programs**

National Employment Law Institute (NELI)

May 8, 2008

**Avoiding the Costly Wage-and-Hour Legal Nightmare Webinar**

Human Resource Executive

April 22, 2008

**Simple Steps to Business Continuity and Compliance Webinar**

Simply Continuous

March 12, 2008

**Immigration Issues in Acquisition Transactions**

Corporate Mergers and Acquisitions Conference, ALI-ABA

February 28-29, 2008

**Family Responsibilities Discrimination**

Bar Association of San Francisco

February 22-24, 2008

**Conducting Effective Internal Investigations and Managing the Whistleblower Threat in Your Firm**

Bureau of National Affairs (BNA)

February 6, 2008

**Wellness in Employment Law**

5th Annual Client Conference - Workforce Logic

November 6-8, 2007

**Private Sector Preparedness**

Business Recovery Managers Association

August 30, 2007

**Keynote—General Session**

59th Annual Convention - Southern Association of Workers' Compensation Administrators

July 17, 2007

**Preventing Workplace Violence in 2007: Critical Lessons for Threat Assessment & Reduction**

May 31, 2007

**Retaliation—What the Supreme Court's 2006 Decision Means to HR**

Employee Relations Conference - Newspaper Association of America

April 18, 2007

**Conducting an Investigation—What to do when the boss on the Board is implicated?**

Leadership Council Summit - Open Compliance and Ethics Group

March 7-8, 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 23, 2007

**Garry Mathiason Presents Keynote Address at HR Week West**

San Francisco, CA

February 21, 2007

**Employment Law Developments and Trends**

Northern California Human Resources Association

January 9, 2007

**National Leaves of Absence and Leaves Under CA Law**

Institute for Corporate Counsel

December 5, 2006

**Law, Ethics and Governance: Issues of Integrity and Liability**

Co-presenter: Marcia Narine, Corporate Security, Business Continuity and Crisis Management Conference

October 30—November 1, 2006

**Employment Compliance 360 Degrees**

Open Compliance and Ethics Group

September 29-30, 2006

**Legal and Regulatory Standards For Business Continuity Plans**

Business Recovery Managers Association

September 28, 2006

**Achieving Employment Compliance: Essential Metrics for a New Age of Legal Compliance and Ethics Management**

May 11, 2006

**Corporate Crime and Corruption: Influencing Integrity Compliance**

New York, NY

November 17, 2005

**The New Language of HR Compliance—The Integration of Labor and Employment Compliance with Corporate Compliance**

Society of Human Resources Management

November 8, 2005

**Workplace Violence Prevention**

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

Summer 2005

**Contingent Workforce Risk Management Strategies**

Executive Briefing - ABE Services, LLC.

November 13, 2003

**204 Class Actions: Thirty Developments in 90 Minutes**

National Meeting - American Corporate Counsel Association

October 8, 2003

### **Class Action Employment Law Litigation**

Fulcrum Class Action Litigation Summits

1999-2002

### **Decoding the Eleven Employment Law Trends of the First Decade**

Annual Meeting - Society of Human Resources Management

June 26, 2001

### **Workforce Transition: Ten Legal Landmines Surrounding Layoffs**

Deloitte & Touche

May 24, 2001

### **The Impact of Circuit City on Arbitration Agreements**

National Academy of Arbitrators

May 17, 2001

### **Rethinking your Business: Law Practice Redefined**

Glasser Legal Works

April 30, 2001

## **Books & Book Chapters**

- Five Transformational Impacts of Robotics on Human Resources, the Workplace, and the Law, *Recursos Humanos Y Globalizacion: Desafios Para Las Multinacionales En El Proximo Quinquenio*, LA Ley Grupo Wolters Kluwer, Chapter co-author Miranda A. Mossavar, 2014
- Developing and Implementing Effective Compliance Systems , *Corporate Governance and Compliance Client Strategies*, Aspatore Books, 2007, 7-26
- Violence in the Workplace, Chapter 26, *Employment Law Desk Book for Human Resources Professionals*, Thomson West, 2004
- *Threat Assessment: A Risk Management Approach*, The Haworth Press, Foreward, authors: Turner and Gelles, 2003
- *The National Employer*, LexisNexis and Littler Mendelson, 1984-2012
- *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