

## Alan S. Levins

Senior Counsel

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## Focus Areas

Wage and Hour  
Labor Management Relations  
Unfair Competition and Trade Secrets  
Discrimination and Harassment  
Hiring, Performance Management and Termination  
Emerging Companies and Venture Capital

## Overview

Alan S. Levins is one of Littler Mendelson's most experienced trial attorneys, having tried discrimination, wrongful termination and class action wage-hour cases. He began his practice focused on traditional labor law and has continued his practice in that area as well. He also counsels and defends clients in:

- Complex litigation and jury trials
- Sexual harassment and discrimination litigation and counseling
- Class actions
- Whistleblower litigation and counseling
- Discipline and termination litigation and counseling

With extensive litigation experience in cases related to employment law, including numerous jury trials, Alan has appeared before the California Supreme Court on several occasions. He also practices before:

- Federal, district, appellate and Supreme courts
- Various state courts
- The National Labor Relations Board
- The Agricultural Labor Relations Board
- The California Labor Commissioner

- California's Occupational Safety and Health Administration
- The Employment Development Department

Alan works with a broad range of clients including:

- Biotech
- Real estate
- Manufacturing
- Retail
- Healthcare
- Hospitality
- Broadcast and print media
- Trucking
- Freight forwarding companies
- Law firms

Alan is a member of Littler Mendelson's Traditional Labor, Class Actions, Whistleblower and Wage and Hour practice groups. He also lectures on traditional labor law, wrongful termination, and sexual harassment.

## Professional and Community Affiliations

- Member, National Labor Relations Act and Litigation committees, American Bar Association
- Member, Developing Labor Law Subcommittee, American Bar Association, 1975-present
- Member, Bar Association of San Francisco
- Member, State Bar of California
- Former Board Member, Concordia/Argonaut
- Former Officer, Concordia/Argonaut
- Former Board Member, San Francisco Jewish Community Center
- Former Board Member, Sherith Israel

## Recognition

- Named, The Best Lawyers in America®, 2013-2025
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

## Education

J.D., University of California, Berkeley, School of Law, 1973

B.A., University of Illinois, 1969

## Bar Admissions

California

## Courts

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

## Publications & Press

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

*Littler Press Release*

August 19, 2021

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

*Littler Press Release*

August 20, 2020

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

*Littler Press Release*

August 15, 2019

### **Self-Driving Trucks and Labor Law—A Look Ahead**

*Littler Insight*

December 7, 2018

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

*Littler Press Release*

August 15, 2018

### **Are Student Interns Employees?**

*California Lawyer*

January 9, 2018

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

*Littler Press Release*

August 17, 2017

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

*Littler Press Release*

August 16, 2016

**Unpaid Internships Are Not Uncommon - But Are They Legal?**

*California Lawyer*

March 1, 2016

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

*Littler Press Release*

August 18, 2015

**Taxing Workplace Settlements**

*California Lawyer*

April 1, 2015

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

*Littler Press Release*

August 18, 2014

**Pleading a Claim under the False Claims Act**

*American Bar Association (ABA)*

May 23, 2014

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

*Littler Press Release*

August 15, 2013

**Are Unpaid Interns A Thing Of The Past?**

*Nob Hill Gazette*

April 1, 2013

**NLRB Rules Employer's Termination of Non-Union Employees for Facebook Posts Violated NLRA**

*Littler Insight*

December 27, 2012

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

*Littler Press Release*

September 7, 2012

**Plaintiffs Lawyers in Major Gender Bias Case Try to Get out of 'Dukes' Shadow**

*The Recorder*

July 27, 2012

**On-the-Job Tirades**

*Daily Journal*

July 1, 2012

**Top Defense Verdicts: Driscoll v. Granite Rock Company**

*Daily Journal*

February 15, 2012

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

*Littler Insight*

September 6, 2011

**California Employers Don't Have to Force Meal Breaks**

*InsideCounsel*

August 30, 2011

**Judge rules in employer's favor on meal breaks**

*The Daily Journal*

August 30, 2011

**Graniterock wins class action lunch break case**

*San Jose Mercury News*

August 30, 2011

**Food for Litigation: Companies Sued for Failing to Provide Meal Breaks**

*Wall Street Journal Law Blog*

August 30, 2011

**Graniterock Beats Class Action Over Off-Duty Meal Policy**

*Law360.com*

August 29, 2011

**California Court Finds Professional Overtime Exemption Applies to Law Clerks**

*Littler Insight*

August 19, 2011

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

*Littler Insight*

July 2, 2010

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

June 29, 2010

**Interns: Employees or Not**

*California Lawyer*

August 1, 2008

**Alan Levins Discusses Political Talk in the Workplace**

*KGO Morning Radio Show*

November 3, 2006

**Let's Not Waffle On The Issue: The State Labor Commissioner Is Not The EEOC**

*California Employment Report*

April 2004

**Will The California Courts March To The Requirements Of Due Process As Set Forth In State Farm?**

*California Employment Reporter*

February 2004

**It Wasn't a Flurry, It Was a Blizzard**

*California Employment Reporter*

December 2003

**There is Nothing Classic About Class Action Arbitrations**

*California Employment Reporter*

October 2003

**The Supreme Court Should, Once Again, Step In to Stop 'Tort Inflation'**

*California Employment Reporter*

August 2003

**It Is Time For The Demise of The 'Death Knell' Doctrine**

*California Employment Reporter*

June 2003

**Let's NOT Be Averse to Requiring 'Adverse Action' That Is Truly Adverse**

*California Employment Reporter*

April 2003

**May It Please The Court**

*California Employment Reporter*

February 2003

**Who Can Be Against Privacy?**

*California Employment Reporter*

December 2002

**Looking Back at 2002**

*California Employment Reporter*

December 2002

**Employers Beware! Ignorance is No Longer Bliss: The Case of the Immaculate Perception**

*California Employment Reporter*

August 2002

**Let's Be Fair About Punitive Damages for a Change**

*California Employment Reporter*

June 2002

**How Are You Doing With Those New Year Resolutions?**

*California Employment Reporter*

February 2002

**Survey of Employment Issues Pending Before the Supreme Court**

*California Employment Reporter*

December 2001

**Arbitration - A Policy for All Employees, Not Just the Newly Hired**

*California Employment Reporter*

October 2001

**Let's Review the Importance of Performance Reviews - Why They Must Be Performed Properly**

*California Employment Reporter*

August 2001

**Tenure Track Travails-Plaintiff Proves Pretext but Not Discrimination; Summary Judgment Affirmed**

*California Employment Reporter*

June 2001

**Playhut Plays With Fire and Gets Burned; What Did the Court Really 'Say?**

*California Employment Law Reporter*

April 2001

**The Boss's Survival Guide**

2001

**Only Claims Without Merit Benefit From Jury System's Inefficiencies**

*Daily Journal*

September 28, 1999

**Law Needed to Stop Abuses by Unethical Class-Action Attorneys**

*S.F. Chronicle*

August 9, 1999

**Speaking Engagements**

**San Francisco Breakfast Briefing**

San Francisco, CA

February 12, 2020

**Service Animal Accommodations**

San Francisco, CA

October 19, 2017

**A Special Labor Day 2013 Report: Is Labor Poised For Rebirth?**

September 11, 2013

**Wage-Hour Procedural Tactics, Pretrial and Trial Strategy: Update on the Developing Law**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

**Brinker - The Final Decision: Healthcare**

April 26, 2012

**Lessons Learned from a Successful California Class Action**

March 15, 2012

**Preparing for Brinker - Hospitality Industry**

February 8, 2012

**Preparing for Brinker - Healthcare Industry**

February 8, 2012

**Northern California Employment Law Breakfast Briefing - San Francisco, CA**

October 1, 2010

**2010 Employment Law Update**

San Francisco, CA

March 25, 2010

**Books & Book Chapters**

- The Boss's Survival Guide, *McGraw-Hill*, 2001