

## 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