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TOP ARTIFICIAL INTELLIGENCE LAWYERS OF 2019

**Garry G.
Mathiason**

**Littler Mendelson PC
San Francisco**

**Practice: labor and
employment**

**Specialties: robotics, artificial
intelligence and automation**



Mathiason is a labor and employment attorney widely recognized as a futurist and thought leader in artificial intelligence and robotics. With his launch of Littler’s robotics, artificial intelligence and automation practice group in 2013, Mathiason’s practice sits at the intersection of robotics and AI technology and employment law.

“Our purpose is to look at, provide advice and handle litigation that involves this technology as it changes the workplace,” he said.

And Mathiason anticipates big changes to the workplace.

AI is already commonly deployed in personnel departments. The technology can help recruiters sift through hundreds or thousands of resumes to quickly find the most promising candidates. It can help automate tedious processes, and improve candidates’ experience by providing answers, responses and information they need quickly and easily. When appropriately designed, AI can combat biases and detect potential biases in decision-making.

In 2020, robotics and AI are estimated

to constitute about \$258 billion in revenue. By 2025, Mathiason said, that figure is expected to exceed \$1 trillion, and sometime thereafter, robotics and AI will become the largest industry in the world.

A commonly cited concern is that such technologies will eventually replace human workers. According to Bain & Company’s report, “Labor 2030: The Collision of Demographics, Automation and Inequality,” as many as 40 million U.S. jobs could be lost to automation by 2030.

“Like the automation and technologies of the past, the effect on the workplace is to cause people to lose jobs. But it will create more jobs, at least in the next 10 to 20 years, than are lost,” Mathiason said. “The most important initiative a company can have is to reskill its employees and

provide lifelong learning for the workforce, monitor the roles being created and how they’re going to staff those roles.”

Anticipating employers’ need to prepare their workforce for this displacement of employees, Littler created the Emma Coalition. The nonpartisan group aims to inform employers and policymakers about the issue and find solutions.

“Littler is the largest firm in the world that does labor and employment law exclusively. That gives us a unique opportunity to see across vast numbers of industries, employers and trends,” Mathiason said. “I’ve never seen a development that has even a fraction of the impact that we are going to and are already starting to have from this technology.”

— Jennifer Chung Klam