



Alice B. Stock

Of Counsel

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Profile

Alice advises employers in virtually all areas of labor and employment and immigration law, litigates labor and employment disputes in federal and state courts and represents clients before federal, state and local administrative agencies in government investigations and litigated matters. She works with clients to devise, implement and manage effective human resources and immigration strategies.

Alice joined the firm after having served as Deputy General Counsel of the National Labor Relations Board (NLRB). She brings three decades of experience as a legal advisor and advocate on behalf of domestic and multinational organizations in both the private and public sector, including for profit and nonprofit organizations, primarily in labor and employment and immigration matters.

As Deputy General Counsel of the NLRB, Alice directed the operations of all divisions within the NLRB's Office of the General Counsel and its 26 regional offices, including Ethics, Legal Counsel, Advice, Appeals, Appellate and Supreme Court litigation, and the agency's administrative, financial, human resources, equal employment opportunity and labor relations functions. She served as senior advisor to the General Counsel and represented that office regarding legal policy issues under the National Labor Relations Act (NLRA), legislative issues, litigation, including appellate and Supreme Court litigation, and audits and made presentations to congressional staff and external stakeholders, such as bar associations, trade associations and labor organizations.

Prior to her work with the NLRB, Alice was a partner at several large New York City law firms, counseling and representing employers in labor and employment and business immigration law. She represented employers in multiple industries, including the airline, manufacturing, financial services, entertainment, technology, biotech, pharmaceutical, luxury goods, food and beverage and hospitality sectors. She also has deep experience representing nonprofit cultural, religious, humanitarian and higher education institutions.

Alice represents clients before federal and state courts, the NLRB, Equal Employment Opportunity Commission, the U.S. Department of Labor and state and local discrimination and labor standards agencies in labor and employment matters and before the U.S. departments of: Homeland Security, Labor and State in immigration matters. She has led legal teams and multidisciplinary divisions in handling domestic and cross-border investigations and transactions, privacy

Education

- Harvard Law School
- Yale University (B.A., *cum laude*)

Bar/Court Admissions

- New York
- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Western District of New York
- U.S. District Court for the Northern District of New York
- U.S. District Court for the District of Connecticut

Practices

- Higher Education
- Immigration
- Labor and Employment

matters, mergers and acquisitions and reductions in force.

Alice counsels and represents clients in matters involving:

- Workplace diversity and inclusion and anti-harassment issues and training, employment discrimination, sexual harassment, equal employment opportunity, affirmative action and unfair immigration-related employment practices claims, including matters arising under Title VII, the Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), the Family and Medical Leave Act (FMLA) and the Immigration Reform and Control Act (IRCA)
- Labor relations, union organizing, collective bargaining, labor arbitrations, unfair labor practices, strikes, picketing, boycotts and labor injunctions under the NLRA and the Labor Management Relations Act (LMRA)
- Wage and hour issues under the Fair Labor Standards Act (FLSA) and state wage and hour laws, including employee classification and independent contractor issues
- Accommodation of disabilities and religious practices in the workplace
- Workplace investigations of sexual harassment, employee theft and other suspected malfeasance
- Employment, confidentiality and restrictive covenant agreements
- Human resources policies, forms and employee handbooks, including drug testing, social media and data privacy policies
- Labor and employment and immigration law issues in corporate transactions, including mergers, acquisitions, sales, reorganizations, bankruptcies and workforce reductions
- Workforce reductions under the Worker Adjustment and Retraining Notification Act (WARN) and state laws
- Litigation of employment-at-will, wrongful discharge and workplace tort claims and disputes
- Obtaining U.S. and foreign work visas, U.S. permanent residence and citizenship for their employees
- Development and implementation of comprehensive immigration policies and compliance programs
- I-9 audits and I-9 regulatory compliance counsel
- U.S. and state government investigations, including wage and hour, OSHA, discrimination and I-9 investigations
- Development of short- and long-term strategic immigration plans

Honors & Affiliations

- Listed In:
 - *New York Super Lawyers*®, Employment and Labor Law, 2009-2017
 - *The Best Lawyers in America*®, Immigration Law, 2016-2018
 - Who's Who Legal, Corporate Immigration, 2016
 - The Legal 500: United States, Immigration Law, 2015-2016
- Past Member, Board of Advisors, Action Against Hunger-USA
- Past Member, Board of Directors, The Acting Company

- Provided pro bono representation to Action Against Hunger and Human Rights First (formerly Lawyers Committee for Human Rights) and other arts, education, community and humanitarian organizations and represented clients from African countries seeking asylum based on political persecution

Representative Publications

- "Protecting the Right to Organize Act of 2021: Whom and What Does it Really Protect?," *ABA Journal of Labor & Employment Law*, Volume 37, Number 3, 2023
- "Conflicting NLRB Stances Create Employer Compliance Plight," *Law360*, July 25, 2023
- "Religious Discrimination in the U.S. Workplace: Is it Getting Better or Worse?," *International Bar Association, Employment & Industrial Relations Law Newsletter*, April 2015

Representative Presentations

- "NLRB Overreach: Trampling on Workers' Rights and Fostering Unfairness," House Subcommittee on Health Employment Labor and Pensions (HELP Committee), June 12, 2024 (See full hearing here.)
- "Are College Athletes Employees, and if so, Who Are Their Employers and Where are the Lines?," Labor and Employment Law Section, NYSBA 2024 Annual Meeting, January 19, 2024
- "NLRB Part 2: Response and Discussion," Big Sky Labor and Employment Conference, August 4, 2022
- "A Reaction by the Employer Community," HRPA Future Workplace Policy Council Labor & Employment Conference, June 22, 2022
- Legislation: Implications of the Pro-Act and other proposals, NYU Annual Conference on Labor and Employment Law: Initiatives of the Biden Administration, June 8, 2022
- Speeches and presentations on Labor and Employment and Immigration law topics for human resources, non-profit, legal and trade organizations including the American Bar Association (Labor and Employment Section), the International Bar Association, National Association of Manufacturers, Human Resources Policy Association, American Immigration Lawyers Association, New York City Bar Association, Women's Bar Association of the State of New York, National Association of College and University Attorneys (New York City group), and Ohio State Bar Association

Other Activities

- Libero Canto Foundation, Inc.- Board Member, Vice President and Secretary
- The Strong Cuevas Foundation, Inc.- Board Member