



## Alice B. Stock

### Of Counsel

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### Profile

**Alice 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. Alice was the Deputy General Counsel of the National Labor Relations Board (NLRB), where she oversaw and directed the operations of all of the 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, Equal Employment Opportunity and Labor Relations.**

Alice has led legal teams and multidisciplinary divisions handling domestic, international and cross-border legal matters and transactions. She has worked in multiple industries, including the airline, manufacturing, financial services, education, technology, biotech, pharmaceutical, as well as the food and beverage, hospitality and humanitarian sectors. While with the NLRB, she served as senior advisor to its General Counsel regarding legal policy issues under the National Labor Relations Act, legislative issues, litigation, including appellate and Supreme Court litigation, IT planning and management, audit reports and findings, human resources, and human capital management, labor relations and equal employment opportunity matters. Alice represented the General Counsel in including congressional staff briefings, presentations and speaking engagements with external stakeholders, such as bar associations, trade associations and labor organizations.

Prior to her work with the NLRB, Alice was a partner at a large New York City law firm, counseling and representing employers in labor and employment and business immigration law. She advised employers in virtually all areas of labor and employment and immigration law, litigated labor and employment disputes in federal and state courts and represented clients before federal, state and local administrative agencies in government investigations and in labor arbitrations. She worked with clients to devise, implement and manage effective human resources and immigration strategies; handled domestic and cross-border investigations and transactions, privacy matters, mergers and acquisitions and reductions in force; represented clients before U.S. and state courts, the National Labor Relations Board, 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

### 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

and State in immigration matters.

Alice's experience includes:

- 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 National Labor Relations Act (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
- Developed and implemented 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," HRPFA 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