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Firm Leadership
Labor and Employment Class Action Practice Leader

Areas of Focus

- Labor and Employment
- Class Actions
- Transportation and Logistics
- Employment Class Actions

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With over 25 years of experience representing employers in the private and public sectors, Dorothy regularly defends complex litigation and class actions for clients. She served as Commissioner on the San Francisco Ethics Commission from 2011 to 2013, having been appointed by the San Francisco Board of Supervisors in April 2011. Prior to joining the firm in 1999, Dorothy served for two years as Law Clerk to The Honorable Walter E. Webster, Jr. at the Washington State Court of Appeals.

She represents employers in a wide variety of industries, including manufacturing, construction and building materials, transportation, federal defense contractors, education and scientific research communities, hospitality, health care, and senior care, which includes medical centers, assisted living facilities, and skilled nursing centers.

Dorothy regularly advises clients on risk management and class action avoidance strategies. An integral part of her practice involves working with clients to defend against wage and hour litigation and develop practices and policies aimed at averting class, collective, and representative actions under the Private Attorneys General Act (PAGA).

In addition, Dorothy defends employers in single-plaintiff and multi-plaintiff lawsuits against claims of whistleblower retaliation, wrongful discharge, pay claims, as well as harassment discrimination, retaliation and disability accommodation claims. She frequently advises employers on workplace investigations, managing leaves of absence and disability

accommodations, handling employee discipline and terminations, and wage and hour compliance under state and federal law. She handles litigation in state and federal courts throughout California, as well as in arbitration proceedings and before administrative agencies.

Publications

"Employers Need to Check for Local COVID-19 Emergency Paid Sick Leave Ordinances," co-author, *Labor & Employment Law Alert* (April 2020)

"Successor Employers Acquiring Unionized Workforces Benefit From NLRB Decision," co-author, *Labor & Employment Law Alert* (April 2019)

"California Court Rules That 'Reporting Time Pay' Owed Even If Employees Are Not Required to Physically Report To Work," *Labor & Employment Alert* (February 2019)

"Employers Win This Round: CA Court of Appeal Upholds Employer's Rounding Policy," co-author, *Employment Class Action Alert* (June 2018)

"Revisiting Alvarado: 'Work Week v. Pay Period' Question Remains," *HB Briefly* (June 2018)

"Employers Cannot Rely On Prior Salary To Justify Wage Differential In Equal Pay Act Cases ," co-author, *Labor and Employment Alert* (April 2018)

"Alvarado v. Dart Container Corporation Clarifies Overtime Calculation When Employees Earn Flat Sum Bonuses," *Labor & Employment Law Alert* (March 2018)

"Reminder: Minimum Wage Increases Effective January 1, 2018," co-author, *Labor and Employment Alert* (December 2017)

"On The Horizon: New California Employment Laws for 2018," co-author, *Labor & Employment Alert* (October 2017)

"Reminder: Minimum Wage Increases and Victims of Domestic Violence Notice Requirements Effective July 1, 2017," co-author, *Labor & Employment Law Alert* (July 2017)

"Court Affirms That Healthcare Employees Working 12+ Hour Shifts Can Waive One of Their Two Meal Periods," co-author, *Labor & Employment Law Alert* (March 2017)

"Your Background Check Documents May Be At Risk Under A New Ninth Circuit Ruling," co-author, *Employee Benefits Law Alert* (January 2017)

"Reminder: Minimum Wage Increases Effective January 1, 2017," co-author, *Labor & Employment Alert* (November 2016)

"Court Issues Preliminary Injunction Blocking Immediate Implementation of New Federal Overtime Rules," co-author, *Labor & Employment Law Alert* (November 2016)

"Palo Alto, Los Altos, and San Mateo Raise Minimum Wage," co-author, *Labor & Employment Law Alert* (September 2016)

"City of Berkeley Passes New Paid Sick Leave and Minimum Wage Ordinance," co-author, *Labor & Employment Law Alert* (September 2016)

"A Glimmer Of Hope For Employers In "Associational" Reasonable Accommodation Cases," co-author, *Labor & Employment Law Alert* (September 2016)

"After Almost 20 Years, The EEOC Has Issued New Guidelines On Retaliation," co-author, *Labor & Employment Law Alert* (September 2016)

"San Diego's City Council Approves The Voter Passed Minimum Wage And Paid Sick Leave Ordinance… With A Few Important Modifications," co-author, *Labor & Employment Law Alert* (July 2016)

"Los Angeles and San Diego Join The Fray With New And Expanded Sick Leave and Minimum Wage Laws," co-author, *Labor & Employment Law Alert* (June 2016)

"Employers Doing Business in the Cities of Los Angeles and San Diego Must Address New, Expanded Sick Leave and Minimum Wage Laws," co-author, *CALA Legal Update* (June 2016)

"Ninth Circuit Rules That Cash-In-Lieu Of Benefits Payments Must Be Included In Regular Rate Of Pay," co-author, *Labor & Employment Law Alert* (June 2016)

"Two Rest Breaks Are Better Than One, According To A New California Appellate Court Decision," co-author, *Labor & Employment Alert* (April 2016)

"San Francisco Delivers New Paid Parental Leave," co-author, *Labor and Employment Law Alert* (April 2016)

"Employers May Be Obligated To Provide Suitable Seating To Employees," co-author, *Labor and Employment Law Alert* (April 2016)

"Employers May Be Required To Provide Reasonable Accommodation To Employees 'Associated' With Someone With A Disability," co-author, *Labor and Employment Law Alert* (April 2016)

"No Fooling: New FEHA Regulations Go Into Effect April 1, 2016," co-author, *Labor & Employment Alert* (March 2016)

"SB 327 Renders *Gerard v. Orange Coast Medical Center* Moot," co-author, *Labor & Employment Law Alert* (October 2015)

"Employment Law Roundtable," *California Lawyer* (February 2008)

"Employment Law Roundtable," *California Lawyer* (January 2006)

"Labor Code 2002 and Beyond", *Employment Law Bulletin*, Issue 5 (2001)

Presentations

"What's New For 2023? California Employment Law Compliance Update," co-presenter, Hanson Bridgett 2023 Labor & Employment Seminar (January 2023)

"Mid-Year Employment Case Updates & New Laws," 2021 Labor & Employment Mid-Year Update (June 2021)

"New Employment Laws for 2021," 2021 Annual Labor & Employment Webinar (January 2021)

"Wage and Hour & Class Action Update," co-presenter, Hanson Bridgett 2020 Labor & Employment Seminar (January 2020)

"Proactive Strategies for Coping with Workplace Class Action Claims Before Litigation," Hanson Bridgett Labor & Employment Seminar (January 2018)

"How to Minimize Retaliation Claims during the Termination Process," USLAW Client Conference (September 2016)

"New Anti-Discrimination/Retaliation Obligations," co-speaker, Hanson Bridgett Labor & Employment Seminar (January 2016)

"Expansion of Discrimination & Harassment Protections," Hanson Bridgett Labor & Employment Seminar (January 2015)

"2012 Labor & Employment Law Update," co-speaker, National Cement Employers Association (September 2012)

"Training Your New Supervisors in California: 11 Practical Lessons," Employer Resource Institute Webinar (March 2011)

"HR Self-Audits in California: How to Find (and Fix) the Legal Time Bombs in Your Workplace," Employer Resource Institute Webinar (November 2010)

"Navigating the Web of Disability Leave, Pregnancy Leave, and Reasonable Accommodation Issues under California and Federal Law," QCHF DD Symposium (May 2010)

"Avoiding Employment Nightmares and Minimizing Legal Risks, from Hiring to Separation," Quality Care Health Foundation (May 2008)

"Family and Medical Leave: The Basic Do's and Don'ts of Handling FMLA Requests," National audioconference (October 2007)

"Wage & Hour Law Presentation for Residential Care Facilities," Community Education, Temecula, CA (July 2006)

"Time Off in California: Leave as an Accommodation Under the ADA and FEHA, and Other Federal and California Statutory Leaves," Lorman Seminar, San Francisco (July 2005)

"Time Off in California: Leaves of Absence," Lorman Seminar, San Francisco (July 2003)

Press

"Rainmaker Q&A: Hanson Bridgett's Dorothy Liu," *Law360* (September 2016)

"Hanson Bridgett: Official Outside Counsel to the America's Cup," *San Francisco Attorney* (Summer 2012)

Professional Affiliations

Board Member, AABA Law Foundation for the Asian American Bar Association of the Greater Bay Area

Bar Association of San Francisco, Labor and Employment Section

State Bar of California, Labor and Employment Section

Judicial Clerkships

Law Clerk to The Honorable Walter E. Webster, Jr., Washington State Court of Appeals (1997-1999)

Extern to The Honorable Thomas S. Zilly, United States District Court, Western District of Washington

Education

J.D., University of Washington School of Law (1997)

B.A., Stanford University (1992)

Admissions and Courts

California

U.S. Court of Appeals for the Ninth Circuit

U.S. District Court for the Northern District of California

U.S. District Court for the Eastern District of California

U.S. District Court for the Central District of California

U.S. District Court for the Southern District of California