



Gilbert J. Tsai

Partner

GTsai@hansonbridgett.com
(415) 995-5874

Hanson Bridgett LLP
425 Market Street, 26th Floor
San Francisco, CA 94105

Firm Leadership

San Francisco Market Leader
Diversity & Inclusion Network, Member

Areas of Focus

- Labor and Employment
- Employment Class Actions
- Vineyard and Wine Law
- Workplace Investigations



Scan for expanded vCard

On a daily basis, Gilbert partners with human resource professionals, in-house attorneys, and managers to provide solutions in all areas of California employment law. When his clients face a complex personnel situation, have questions about leave management, require a new employment policy or procedure, or seek counsel about potential liability at the workplace, they trust him to provide timely and practical advice. Gilbert represents both public and private California employers in a variety of industries.

Gilbert is also an experienced litigator in state and federal court, as well as other quasi-judicial venues before administrative law judges and arbitrators. He has recently defended employers in wrongful termination lawsuits, both single plaintiff and wage/hour class actions, and discrimination cases involving reasonable accommodation. In addition, he has expertise in traditional labor law matters involving unions and collective bargaining, and has handled proceedings before the National Labor Relations Board and the Public Employment Relations Board.

Publications

“California Court of Appeal Finds That The California Labor Code Does Not Compel California State University to Reimburse Professor for Remote Teaching Expenses,” co-author, Labor and Employment Legal Alert (October 2023)

“New Masking Guidance for California Employers,” Labor & Employment Law Alert (March 2022)

“Top Five Issues for Employers to Address in a Remote Workplace,” *Business Intelligence* (March 2021)

“Equal Employment Opportunity Commission Issues Updated Guidance for Employer COVID-19 Vaccination Programs,” co-author, Labor & Employment Law Legal Alert (December 2020)

“COVID-19: Top Ten Issues for Employers Considering Layoffs, Furloughs or Reduction in Hours,” co-author, Labor & Employment Law Legal Alert (April 2020)

“Notice to Employers: California WARN Act Notice Requirements Suspended,” co-author, Labor & Employment Law Legal Alert (March 2020)

“What The California Supreme Court’s Kim v. Reins International California, Inc. Decision Tells Us About Settling PAGA Claims,” co-author, Labor & Employment Law Legal Alert (March 2020)

“Sex Trafficking Laws: Hospitality, Privacy and Potential Liability – What Happens in That Hotel Room...Matters.,” co-author, Real Estate Law Legal Alert (February 2020)

“California Court Rules That ‘Reporting Time Pay’ Owed Even If Employees Are Not Required to Physically Report To Work,” Labor & Employment Law Legal Alert (February 2019)

“NLRB General Counsel Provides Employer-Friendly Guidance on Work Rules,” Labor & Employment Law Legal Alert (June 2018)

“California Appellate Court Provides Another Potential Defense To “Derivative” Wage Statement Claims,” co-author, Labor & Employment Law Legal Alert (May 2018)

“New Sexual Harassment Prevention Training Requirement For Local Agency Officials: FAQ & Compliance Tips ,” co-author, Labor & Employment Law Legal Alert (March 2017)

“A Year in Review: Notable Cases And New Laws For California Employers in 2016,” co-author, Labor & Employment Law Legal Alert (January 2016)

“Significant Cases and New Laws for California Employers in 2015,” co-author, Labor & Employment Law Legal Alert (January 2015)

“A Favorable Light on FAAAA Preemption,” co-author, *The Transportation Lawyer* (August 2014)

“The NLRB General Counsel’s Decision To Name McDonald’s As A Joint Employer Threatens To Change The Franchise Model,” co-author, Labor and Employment Law Legal Alert (July 2014)

“Significant National Labor Relations Board Decisions in December 2012,” Labor & Employment Law Legal Alert (January 2013)

Presentations

“Keeping Your Employee Handbooks Up to Date: Changes in the Law Under a New Administration,” CALPERLA Annual Training Conference (November 2025)

“Is Your Agency Exempt From The Reach Of The California Labor Code? Maybe Not!,” CALPELRA Annual Training Conference (November 2023)

“Stacking Leaves and Other Statutory Leave Management Issues,” CALPELRA Annual Training Conference (November 2022)

“Remote Workplace vs. In-Person Workplace - Risks and Rewards,” Mid-Year Labor & Employment Seminar (July 2022)

“Workplace Issues In the COVID Era,” 2021 Annual Labor & Employment Webinar (January 2021)

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

“Discrimination, Retaliation and Harassment Update Continued” and “Omnibus California Workplace Developments,” co-speaker, Hanson Bridgett Labor & Employment Seminar (January 2015)

Honors & Awards

California Lawyers Association, Wiley W. Manuel Pro Bono Legal Services Award (2019-2022)

Super Lawyers, Employment & Labor (2010-2019)

Professional Affiliations

Asian Pacific Islander Legal Outreach, Board Member

American Bar Association

State Bar of California

Academic Distinctions

Note and Comment Editor, *American University Law Review*

Legal Rhetoric Deans Fellow

Education

J.D., *cum laude* American University Washington College of Law (2006)

B.S., Cornell University (2001)

Admissions and Courts

California

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

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

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

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