



Warren F. Hodges

Counsel

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Areas of Focus

- Artificial Intelligence
- Labor and Employment



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Warren specializes in employment law, representing private and public employers in California. For over a decade, Warren has dedicated his practice to helping California employers navigate the complexities of the legal employment landscape. Warren recognizes the difficulties his clients face in complying with the complex network of state and federal laws regulating employment, and enjoys working with employers who strive to comply and treat their employees respectfully.

Warren's litigation practice includes all aspects of employment disputes, including harassment, retaliation, discrimination, and wrongful termination. Warren also has vast experience with wage and hour litigation, handling numerous class actions and PAGA matters. Warren also helps clients by overseeing the handling of PAGA and class actions being handled by outside counsel where appropriate. Warren has broad experience in civil litigation, administrative investigations and hearings, and obtaining restraining orders. He counsels in all phases of employment disputes, including pre-demand risk-management strategies, addressing demands for payment, litigation, settlement negotiations, and trial. Warren has won many cases by motion practice and several jury trials.

Warren also provides advice and counsel on employment-related matters, including high-risk terminations, reductions-in-force, disability accommodations, and other best practices. Warren also reviews and drafts employment documents such as policies and handbooks, and a wide range of strategic and goal-oriented advice to California businesses.

Warren is also the head of Hanson Bridgett's Artificial Intelligence Practice. Warren is keenly interested in the ways artificial intelligence will shape the legal landscape, the client experience, and the practice of law.

Publications

"Emerging Legal Trends in Workplace AI Use," author, *Daily Journal* (August 2024)

"Private Attorneys General Act ("PAGA") Reform – Will It Really Solve The Problem?," co-author, Labor and Employment Legal Alert (June 2024)

"What The FTC's Ban On Non-Compete Agreements Will Mean For California," co-author, Corporate + Labor & Employment Legal Alert (May 2024)

"Bringing AI into Focus," CALA News & Views (August 2023)

"New California Employment Laws for 2021," co-author, Labor & Employment Law Alert (October 2020)

Presentations

"The Age of AI – Using AI for all Aspects of Legal Practice: Contracts, Litigation and Compliance," co-presenter, Transportation Lawyers Association (October 2025)

"What Employers Need To Know About Artificial Intelligence In The Workplace," co-speaker, CALPELRA (November 2024)

"PAGA Amendments: What to Expect and What Not to Expect," co-presenter, Hanson Bridgett Webinar (July 2024)

"California Employment Laws," Sacramento Association of Corporate Counsel (May 2024)

"AI in Employment Law - Consequential Decision-Making," Hanson Bridgett 2024 Labor & Employment Seminar (January 2024)

"Artificial Intelligence Takes on the Law," panelist, Contra Costa County Bar Association Annual MCLE Spectacular (November 2023)

"Artificial Intelligence Meets Accountability Journalism and Intellectual Property," co-presenter, CalMatters (May 2023)

"New Employment Laws for 2020," co-presenter, Hanson Bridgett 2020 Labor & Employment Seminar (January 2020)

Press

“Law Firms Aren’t Behind the Generative AI Adoption Curve—Yet,” *Bloomberg Law* (March 2024)

Honors & Awards

Super Lawyers, Employment Litigation (2018-2024)

Education

J.D., University of California, Davis School of Law (2012)

B.A., University of California, Davis (2006)

Admissions and Courts

California

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

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