

G Y M M E L M . T R E M B L Y

SENIOR ASSOCIATE

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OFFICE:
Oakland

LANGUAGES:
English, Spanish



Gymmel Trembly advises California private and public employers on strategic workforce and employment matters.

She represents clients in litigation involving discrimination, harassment, retaliation, and wage and hour claims, helping employers resolve disputes efficiently while protecting their organizational interests. Gymmel brings a practical, business-minded approach to a practice area where the stakes are often as much about reputation and workplace culture as they are about legal exposure.

Gymmel guides employers through the full landscape of federal, state, and local employment law, advising on employee discipline, accommodations, and union matters, including collective bargaining, grievance arbitration, and unfair labor practice charges. Her advisory work extends across state lines, supporting national employers in reviewing employee handbooks and workplace policies for compliance with federal, California, and local laws.

In addition to her litigation and advice practice, Gymmel helps employers with a unionized workforce. She has served as second chair in collective bargaining negotiations involving more than two dozen bargaining units for a large public sector client and has secured favorable outcomes for clients in labor arbitrations.

As a fluent Spanish speaker, Gymmel works closely with employers managing predominantly Spanish-speaking workforces, providing workplace training tailored to those teams and participating in industry seminars to help clients stay current on their obligations.

Clients working with Gymmel can expect responsive, clear-eyed guidance from someone who treats their workforce challenges as her own.

EDUCATION

University of California, Davis
School of Law, JD, 2019

University of California, Berkeley,
BA, 2012

ADMISSIONS

California, 2019 – Bar No. 327236

U.S. District Court, Northern District
of California

U.S. District Court, Eastern District
of California

PRACTICE AREAS

Labor & Employment

Advice & Counsel

Litigation & Dispute Resolution

HONORS & AWARDS

- Northern California Rising Stars list: Employment & Labor, *Super Lawyers Magazine* (2024–2026)

PROFESSIONAL & COMMUNITY AFFILIATIONS

- The State Bar of California, Member (2019)
- Sonoma County Secure Families Collaborative, Board Chair

REPRESENTATIVE EXPERIENCE

- **Wage and Hour Compliance Audit – Restaurant Industry Client.** Guided a restaurant client through a proactive audit of meal and rest break practices, identifying and correcting exposure before it could develop into a high-stakes wage and hour class action.
- **Employment Discrimination and Retaliation Litigation.** Secured a complete defense victory by resolving claims of religious and race-based discrimination and retaliation at the summary judgment stage, avoiding trial entirely for the client.
- **Public Sector Collective Bargaining.** Served as second chair in collective bargaining negotiations with more than two dozen bargaining units for a large public sector client, supporting the client through a complex, multi-union negotiation process.
- **Private-Sector Termination Grievance.** Secured a favorable settlement in a termination grievance, mitigating litigation risk and capping potential exposure at \$50,000 below the client's projected damages.
- **Multi-State Parental Leave Compliance.** Advised a multi-state employer on compliance with California's parental leave legal framework, helping the client align its policies across jurisdictions with state-specific requirements.