

# Earl R. Gilbert

ASSOCIATE

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Earl Gilbert focuses his practice on a broad range of employment-related matters. He is committed to understanding each client's industry and business objectives, which allows him to provide practical, strategic counsel as employers navigate sensitive workplace issues.

Working closely with attorneys in Polsinelli's Labor and Employment Department, Earl represents and advises clients of all sizes in a variety of disputes and counseling matters, including discrimination, harassment, retaliation and wrongful termination claims; charges of discrimination filed with the Equal Employment Opportunity Commission and comparable state agencies; wage and hour claims; and restrictive covenant disputes involving non-solicitation and non-compete agreements.

Earl also counsels employers on employee handbooks and personnel policies, including issues related to leave, ADA accommodations, pay practices, compliance with state and federal employment laws and adherence to state and federal WARN requirements. In addition, he has experience handling discovery, document management and production in complex litigation, drafting motions and preparing evidence for trial.

## Education

- The George Washington University Law School (J.D., 2024)
- The University of Texas at Austin (B.A., 2020)
  - Rhetoric and Composition/Writing Studies

## Bar Admissions

- District of Columbia
- Texas

## Capabilities

- Employment Litigation, Arbitration & Dispute Resolution
- Labor & Employment
- Commercial Litigation

# Polsinelli at Work

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March 27, 2026

## **Washington State Joins Growing List of States Banning Noncompetes**

Key Highlights Washington to Ban Most Noncompetes: ESHB 1155 renders nearly all noncompetition agreements void and unenforceable effective June 30, 2027. The law provides an expanded definition that targets both traditional noncompetes and contractual workarounds, and it will apply to...

July 16, 2025

## **DOL Ends “Double” Damages in Pre-Litigation FLSA Cases**

What you need to know: DOL will no longer seek liquidated (double) damages in pre-litigation FLSA settlements, limiting recovery to unpaid wages. Liquidated damages still apply in court cases, so employers remain at risk in litigation. Early in the...

June 6, 2025

## **Supreme Court Rejects Heightened Evidentiary Requirement for Majority Groups in Title VII Cases**

What You Need to Know: Equal Protection Under Title VII: On June 5, 2025, the U.S. Supreme Court unanimously ruled that Title VII’s protections apply equally to all individuals, regardless of whether they are in a majority or minority...

January 23, 2025

## **New York’s Impending WARN Notice Requirement for Artificial Intelligence Related Layoffs Highlights Proliferating Nationwide Requirements**

During her 2025 State of the State Address on January 14, 2025, New York Governor Kathy Hochul announced a plan to support workers displaced by Artificial Intelligence (AI) by requiring employers who engage in mass layoffs or closings subject...

January 22, 2025

## **President Trump Revokes Affirmative Action Requirement for Federal Government Contractors**

On January 21, 2025, President Trump issued an Executive Order revoking Executive Order 11246, which imposes anti-discrimination and affirmative action requirements on federal government contractors and subcontractors. This action, part of the new administration’s broader assault on DEI efforts in...