



Office Managing Principal and Office Litigation Manager, Norfolk

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Kristina H. Vaquera is the office managing principal and office litigation manager of the Norfolk, Virginia, office of Jackson Lewis P.C. Her practice focuses exclusively on labor and employment counseling and litigation.

Kristina represents employers in federal and state court lawsuits and agency investigations and charges covering a wide range of statutes and subjects, including anti-discrimination and civil rights laws, wrongful termination claims, disability accommodation and access, wage and hour laws, covenants not to compete, leave of absence claims, negligent hire/retention, and breaches of fiduciary duty and contract, as well as traditional labor issues, including bargaining and negotiations. Kristina has litigated class and collective actions, including FLSA, FCRA, and discrimination class actions. She also represents clients in grievances, mediations, arbitrations, and charges before various national and state entities.

Kristina is a key member of the national core counsel team, providing expert advice and counsel on a wide range of legal matters. She has extensive experience in conducting investigations and delivering training sessions, including those focused on unconscious bias and diversity, equity, and inclusion (DEI).

As part of Kristina's counseling practice, she provides daily counseling and training to management to help employers avoid litigation. She assists clients with employment agreements, handbooks, background checks and drug testing issues, and disciplinary action. She represents employers before the Equal Employment Opportunity Commission, National Labor Relations Board, Department of Labor, and numerous state agencies, such as the Virginia Employment Commission, Virginia Department of Labor and Industry, Virginia Department of Housing Discrimination, and Virginia Worker's Compensation Commission.

Kristina speaks extensively on various employment topics, including to the Virginia and Hampton Roads Society of Human Resource Managers, Virginia State Bar Labor and Employment Section, Equal Employment Opportunity Commission, Virginia Employment Commission, International Professional Managers Association, Virginia Government Contract Attorneys Association, Society of Designers and Architects, local chambers of commerce, Hampton Roads Industrial Liaison Group, PINK! Women Business Owners Conference, Public Media Business Association, the American Council of Engineering Companies, and the Retail Association of Hampton Roads. She lives in Hampton Roads with her family.

## Practices

- National Compliance and Multi-State Solutions
- Affirmative Action, OFCCP and Government Contract Compliance
- Class Actions and Complex Litigation
- Construction
- Corporate Governance and Internal Investigations
- Disability Access Litigation and Compliance
- Disability, Leave and Health Management
- Distribution and Warehousing
- Fitness
- Government Contractors
- Hospitality
- Hotels
- Insurance
- Labor Relations
- Employment Litigation
- Pay Equity
- Restaurants
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Retail
- Trials and Appeals
- Wage and Hour
- Workplace Training
- Higher Education

## Education

- American University Washington College of Law, J.D. 1998
- University of Miami, B.A. 1995

## Admitted to Practice

## Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2020-present)
- *Martindale-Hubbell*®, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (2012-present)
- *Virginia Super Lawyers*®, "Rising Stars" (2007, 2010-2013) and "Super Lawyers"

- 4th Circuit Court of Appeals 1999
- 7th Circuit Court of Appeals 2006
- Virginia - E.D. Va. 1999
- Virginia - W.D. Va. 2002
- Maryland 1998
- Virginia 1999
- Maryland - D. Md. 2000

(2014-present)

- *Virginia Lawyers Weekly*, Influential Women of Law (2020)
- *Virginia's Inside Business*, "Top 40 under 40" professionals (2003)
- Virginia Legal Elite: Young Lawyer (2009)

### Pro Bono and Community Involvement

- Girl Scouts of the USA
- Kappa Kappa Gamma Alumnae Association
- St. Matthew's School – President, Parent Teacher Guild; Room Parent Coordinator

### Published Works

- *Virginia Employer's Guide to Hiring and Firing*. NA: 2007. [Co-Author]
- *The Developing Labor Law*. NA: 2000. [Contributing Editor]