



Heather M. Vigil

Office Managing Shareholder

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Focus Areas

International Employment Law
Wage and Hour
Privacy and Data Security
Training - Compliance, Ethics, Leadership

Overview

Heather M. Vigil, currently the office managing shareholder of the Irvine office, is a global employment attorney located in Southern California. She is a trusted advisor to international employers. She also defends employers and managers in employment litigation in various forums, including federal and state courts as well as arbitration. She has a strong record of successfully defending companies in administrative hearings before various governmental agencies.

In addition, Heather regularly conducts employee and management training sessions and provides small, medium-sized, and multinational employers advice on workplace investigations, terminations, disciplinary actions, and other issues arising under the Fair Employment and Housing Act and California Labor Code.

Heather is committed to diversity and inclusion in the workplace. She is the former co-chair of Littler's Hispanic/Latino affinity group, Reunión, and was the regional lead liaison for the Women's Leadership Initiative.

Education

J.D., Santa Clara University School of Law, 2007
M.A., University of Amsterdam, 2002
B.A., San Jose State University, 1999

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Publications & Press

Littler Appoints New Office Managing Shareholders in Chicago and Irvine

Littler Press Release

May 3, 2023

5 Takeaways: MCCA Conference Panel Provides Insight on Privacy Law Compliance

The Recorder

April 4, 2019

#MeToo and How It May Impact You Too Across Latin America

Wolters Kluwer

December 1, 2018

A Look at the #MeToo Movement's Impact in the US, Brazil and the UK

TLNT

August 8, 2018

Brexit: Some Potential Implications for Employers

Thomson Reuters Corporate Counsel Connect

September 1, 2016

What Brexit May Mean For U.S. Companies With Overseas Workers

TLNT

July 29, 2016

Littler's Heather Peck Recognized Among Top 50 Women Lawyers by the National Diversity Council

Littler Press Release

July 20, 2016

Brexit: Some Potential Implications For Employers

Littleter Insight

July 14, 2016

Littleter Elevates 15 Attorneys to Shareholder

Littleter Press Release

January 4, 2016

The Future of PEOs and Employment Class Action Litigation

PEO Insider

May 2011

Speaking Engagements

2019 Southern California Employer Conference

Hyatt Regency Long Beach 200 S. Pine Ave. Long Beach, CA 90802

October 23, 2019

Staying Alive After AB5 - Can California Businesses Still 'Depend' on Independent Contractors?

August 8, 2019

Unconscious Bias in the Workplace

Irvine, CA

January 24, 2019

Southern California Legal Update Series - Costa Mesa

Center Club Orange County 650 Town Center Drive, Garden Level Costa Mesa, CA 92626

January 22, 2019

Global Trends and their Impact on HR Policies

California HR Conference, Long Beach, CA

August 2018

LGBT Global Mobility

California HR Conference 2018

August 2018

Diversity and Inclusion Summit 2018 - Part 1: Should Affinity Groups Come with an Expiry Date?

Littleter Executive Employer, Phoenix, AZ

May 2, 2018

Diversity and Inclusion Summit 2018 - Part 2: The Training Trap: How Efforts to “Fix” Unconscious Bias Are Failing Employers

Littler Executive Employer, Phoenix, AZ

May 2, 2018

Southern California Legal Update - Costa Mesa

Los Angeles, CA

November 7, 2017

Southern California Breakfast Briefing - Costa Mesa

The Westin South Coast Plaza 686 Anton Blvd Costa Mesa, CA 92626

November 3, 2016

Bullying Be Gone!

CUPA-HR, SoCal Chapter

October 10, 2014

The Changing Legal and Litigation Landscape After the End of DOMA

Hispanic National Bar Association, Washington, D.C.

September 12, 2014

Top Trends and Legal Issues

Professionals In Human Resources Association (PIHRA)

April 17, 2014

What Your Clients Don't Know Can Hurt Them

Cadence Counsel, Beverly Hills, CA

March 24, 2014

Horses, Tattoos and Guns Accommodation Issues and Solutions for Today's Workplace

Professionals In Human Resources Association (PIHRA)

December 12, 2013

Employment Law Update

Irvine, CA

October 19, 2012

The Employee from Hell

Professionals In Human Resources Association, Newport Beach, CA

September 26, 2012

What Happens Overseas Doesn't Stay Overseas: Measuring the Long Arm of the FCPA

2012 Annual Conference & Exposition - Professionals in Human Resources Association (PIHRA), Anaheim, CA
August 27, 2012

Global HR Issues: Social Media in the Workplace

Global HR News, Los Angeles, CA
March 7, 2012

Employment Law Update - Lunch and Learn

April 2011