



Jessica L. Craft

Of Counsel

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Focus Areas

Litigation and Trials
Discrimination and Harassment
Healthcare
Construction
Wage and Hour
Policies, Procedures and Handbooks

Overview

Jessica L. Craft focuses on management-side employment litigation and civil defense practice. She has extensive experience in defending employers in claims of discrimination, harassment, and retaliation. Jes regularly defends employers in collective and hybrid actions brought under the Fair Labor Standards Act (FLSA). Jes also provides direct counseling and advice, and enjoys assisting employers on the complexities of various federal and state laws. As part of that work, she routinely assists in developing policies and procedures. She particularly enjoys providing counseling and advice on the PUMP Act and the Pregnant Workers Fairness Act (PWFA).

Jes is active with the Claims Litigation Management Alliance, where she obtained her Certified Litigation Management Professional (CLMP) and Certified Claims Professional (CCP) designations. She serves as the president of the CLM's Houston Chapter. She also teaches a course on deposition preparation at the CLM Claims College, Casualty - Level 2.

She represents clients at all levels, including in federal, state, and administrative courts.

Professional and Community Affiliations

- Member, Professionalism Committee, Texas Bar Association, 2019-present

- Member, Texas Young Lawyers Association , 2019-present
- Member, Houston Young Lawyers Association , 2019-present
- Fellow, Oklahoma Bar Foundation, 2012-present
- Member, Group Insurance Committee (2014 – 2016) and Professional Responsibility Committee (2015 – 2017), Oklahoma Bar Association
- Area Recruitment Information Chair, Chi Omega
- Volunteer, Houston, The Woodlands and Oklahoma City, Junior League

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2024
- Named, Rising Star, Texas, *Super Lawyers*, 2019-2023
- Named, Rising Star, Oklahoma, *Super Lawyers*, 2017
- Finalist, Professionals of the Year Award, Young Outside Counsel, *CLM*, 2021
- Named, NextGen 30 Under 30
- Recipient, University of Oklahoma College of Law Professional Responsibility Award
- Named, Outstanding Note or Article Editor, University of Oklahoma College of Law, *American Indian Law Review*, 2011-2012
- Named, Order of the Solicitors, *University of Oklahoma College of Law*
- Named, Oklahoma Merit Scholar and May M. Walker Scholar, *University of Oklahoma College of Law*
- Finalist, Outstanding Woman, *University of South Carolina*, 2009

Education

J.D., University of Oklahoma College of Law, 2012

B.A., University of South Carolina, 2009, *magna cum laude*

Bar Admissions

Texas

Oklahoma

Minnesota

Arkansas

Courts

U.S. Supreme Court
U.S. Court of Appeals, 5th Circuit
U.S. Court of Appeals, 10th Circuit
U.S. District Court, Eastern District of Texas
U.S. District Court, Northern District of Texas
U.S. District Court, Western District of Texas
U.S. District Court, Southern District of Texas
U.S. District Court, Northern District of Oklahoma
U.S. District Court, Eastern District of Oklahoma
U.S. District Court, Western District of Oklahoma
U.S. District Court, Eastern District of Arkansas
U.S. District Court, Western District of Arkansas

Publications & Press

Breaking Down EEOC's Final Rule To Implement The PWFA

Law360

April 24, 2024

EEOC Releases Expansive Final Regulations to Implement the Pregnant Workers Fairness Act

Little Insight

April 17, 2024

EEOC Releases Expansive Proposed Regulations to Implement the Pregnant Workers Fairness Act

Little Insight

August 9, 2023

DOL Issues Guidance on the PUMP Act and Updates the Minimum Wage Poster

Little ASAP

May 22, 2023

Congress Expands Protections for Pregnant Employees and Employees Who Are Nursing

Little ASAP

December 28, 2022

Speaking Engagements

2023 Houston Regional Employer Conference

Houston, TX

October 18, 2023

The Pregnant Workers Fairness Act and The PUMP Act - What Employers Need to Know When Employees Are Expecting

June 6, 2023

Pregnancy and Lactation in the Workplace: An Update on Laws Affecting Pregnant Workers

March 30, 2023

2022 Houston Regional Employer Conference

Houston, TX

October 6, 2022

Panel Speaker, You're Fired! The Good, The Bad, and The Ugly of Employment Terminations

CLM Southwest Conference

2016

The Defining Decade: A Message for Twenty-Somethings

Chi Omega Fraternity Training

November 2015

Panel Speaker, Conflict Resolution in the Workplace

Central Oklahoma Association of Legal Assistants' Fall Seminar

2015

Moderator, No Sweat Corporate Rep Depo Prep

CLM Panel Discussion, CLM Oklahoma