

## Jessica L. Craft

Of Counsel

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## Focus Areas

Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Policies, Procedures and Handbooks  
Wage and Hour  
Litigation and Trials

## Overview

Jessica L. Craft is a dedicated and experienced attorney concentrating in management-side employment litigation and civil defense. With a robust background in defending employers against claims of discrimination, harassment, and retaliation, Jes also has a proven track record of success in collective actions under the Fair Labor Standards Act (FLSA). Her strategic approach and understanding of employment law make her a valuable asset to her clients.

Jes excels in providing comprehensive counseling and advice to companies on a wide range of employment-related issues. She assists employers in developing and implementing effective policies and procedures, handling accommodation requests, and conducting training sessions to ensure compliance with federal and state laws. Jes particularly enjoys advising on the complexities of the PUMP Act and the Pregnant Workers Fairness Act (PWFA), helping employers navigate these regulations with confidence.

Jes actively practices in Texas, Oklahoma, and Arkansas, representing clients in state and federal courts as well as before administrative agencies. Her extensive courtroom experience and commitment to her clients' success have earned her recognition and respect in the legal community.

## Selected Matters

- Second chaired a trial for a nationwide medical supply company, achieving a directed verdict in the company's favor after a multi-day trial in state court
- Secured summary judgment on a wage and hour overtime claim for a major regional entity in the oil and gas industry
- Obtained full summary judgment in a case involving the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA) for an HVAC manufacturer

## Professional and Community Affiliations

- Member, Texas Young Lawyers Association , 2019-present
- Member, Houston Young Lawyers Association , 2019-present
- Member, Professionalism Committee, Texas Bar Association, 2019-2021
- Fellow, Oklahoma Bar Foundation
- 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*®, 2023-2025
- 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

### **The Most-Read Employment Law360 Guest Articles Of 2024**

*Law360*

December 23, 2024

### **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**

*Littler Insight*

April 17, 2024

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

*Littler Insight*

August 9, 2023

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

*Littler ASAP*

May 22, 2023

**Congress Expands Protections for Pregnant Employees and Employees Who Are Nursing**

*Littler ASAP*

December 28, 2022

**Speaking Engagements**

**2024 Houston Regional Employer Conference**

Houston, TX

September 26, 2024

**EEOC Pregnant Workers Fairness Act Final Rule: Expansive Regulations, New Framework for Workplace Accommodation**

Strafford

July 24, 2024

**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