



Krystal N. Weaver

Shareholder

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
Class Action
Wage and Hour
Occupational Safety and Health

Overview

Krystal N. Weaver focuses her practice on federal and state Occupational Safety and Health (OSHA) law and regularly assists employers with a wide range of complex situations in the workplace. While prominently focusing on workplace safety and health, Krystal also supports employers with pre-injury/illness preventative practices, including site inspections and policy development, which includes managing catastrophic workplace accidents or fatalities. She also helps employers who have experienced workplace injuries and accidents or are subject to a federal or state OSHA inspection.

Krystal frequently represents employers in OSHA appeals, settlement conferences and hearings, and is well-versed in responding to written complaints and requests for information, including by the Bureau of Investigations (BOI).

Additionally, she has extensive experience handling communicable disease inquiries for clients and is a core member of the Littler's COVID-19 task force, which developed return to work and compliance plans and written programs. Krystal is also a member of the firm's Occupational Safety and Health and Workplace Practice Group, and is a leading member of Littler's OSHA Woman's Group.

Krystal also represents clients of all sizes in a variety of employment disputes, including wrongful termination, discrimination, harassment, retaliation and wage and hour litigation. She has experience in class, representative, collective and individual contexts.

Outside of litigation, she provides counsel to employers regarding termination decisions, hiring guidelines and internal investigations. Additionally, Krystal conducts comprehensive employment practice analysis for local and national companies including revising personnel manuals, policies and employment-related contracts.

Previously, she was with a regional law firm where she exclusively practiced in the area of labor and employment, representing clients of all sizes on a variety of matters. Krystal served after law school as a law clerk to the Hon. Anthony J. Battaglia, District Judge in the Southern District of California.

During law school, she was an executive comments editor of the *San Diego Law Review*. She was also an associate board member of the Appellate Moot Court, chair of the Graduate Student Council, a member of various USD Board of Trustees Committees, and the Strategic Planning Core Team.

Professional and Community Affiliations

- Member, Board Member 2013-2019, President 2017-2018, Federal Bar Association, San Diego Chapter
- Member, Lawyers Club of San Diego
- Member, San Diego County Bar Association
- Member, The Association of Business Trial Lawyers
- Lawyer Representative, Southern District of California, 2019-2022

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2024
- Order of the Coif
- Dean's List, *University of San Diego*, 2001-2004
- Honors Program Thesis Presenter, *University of San Diego*

Education

J.D., University of San Diego School of Law, 2012, *magna cum laude*

M.Ed., Chapman University, 2008

B.S., University of San Diego, 2004, *summa cum laude*

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit
U.S. District Court, Southern District of California
U.S. District Court, Central District of California
U.S. District Court, Eastern District of California
U.S. District Court, Northern District of California
U.S. District Court, Middle District of Florida

Publications & Press

Littler Rings in New Year with the Elevation of 28 Attorneys to Shareholder

Littler Press Release

January 4, 2023

California Changes “Close Contact” Definition Under Cal/OSHA COVID Emergency Standard and Issues Revised Proposal for Non-Emergency Standard

Littler Insight

October 18, 2022

California Issues Monkeypox Guidance for Employers

SHRM Online

September 21, 2022

California Issues Monkeypox Guidance for Employers

Littler ASAP

September 16, 2022

Cal/OSHA Public Hearing on Proposed Non-Emergency Two-Year COVID-19 Standard Highlights Multiple Conflicting Concerns

Littler ASAP

September 16, 2022

California Alters Close Contact and Infectious Period Definitions Under COVID rules

SHRM Online

June 30, 2022

California Department of Public Health Order Alters “Close Contact” and “Infectious Period” Definitions Under Cal/OSHA COVID ETS

Littler ASAP

June 17, 2022

Alameda County, California Reinstates Mask Mandates

Little ASAP

June 3, 2022

California Issues Universal Masking Order Covering All “Indoor Public Settings”

Little ASAP

December 15, 2021

Cal/OSHA Issues Initial Draft Language for Proposed Permanent COVID-19 Regulations

Little Insight

September 21, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Little Press Release

August 19, 2021

Rollback: California Follows CDC Guidelines and Recommends Masking in Public Indoor Settings

Little ASAP

July 29, 2021

Cal/OSHA Advances Revised Proposal to Readopt COVID-19 Emergency Temporary Standards

Little ASAP

June 9, 2021

Cal/OSHA Issues Guidance on Fully Vaccinated Employees

SHRM Online

May 18, 2021

Cal/OSHA Issues Long-Awaited Guidance on Fully Vaccinated Employees

Little ASAP

May 7, 2021

Cal/OSHA Publishes Updated FAQs on COVID-19 Emergency Temporary Standard

Little ASAP

January 11, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Little Press Release

August 20, 2020

Practical Implications Following the California Supreme Court's Rejection of the Borello Multifactor Test to Determine Who May be Classified as an Independent Contractor

NAMWOLF Newsletter

June 2018

Implications Following the Dynamex Decision

ABTL Newsletter

Summer 2018

Recent Developments in Automobile Law

51 Tort Trial & Ins. Prac. L.J.

Winter 2016

Recent Developments in Automobile Law

50 Tort Trial & Ins. Prac. L.J.

Winter 2015

Speaking Engagements

COVID-19 Updates and the Draft Permanent COVID-19 Standard

Client Webinar

August 9, 2022

COVID-19, Where Have We Been? Where Are We Now? Where Are We Going?

Client Webinar

July 7, 2022

Revised COVID-19 Regulations - Why Can't They Get it Straight!

June 25, 2021

Return to Work, Leaves of Absences and Vaccinations - The COVID-19 Impact on Working Women

April 15, 2021

The Truth About Implicit Bias

FBA MCLE

January 2018

CFRA Regulations and Common Employment Pitfalls

SDEA HR Roundtable

September 2015

Is Your Severance Agreement Legal

ACCA Employment Roundtable

June 2015