



## Christina G. Cordoza

Shareholder

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## Practice Areas

Discrimination and Harassment  
Investigations  
Litigation and Trials  
Leave and Accommodation  
Handbooks and Policies  
Wage and Hour

## Overview

Christina G. Cordoza advises and represents employers in broad range of employment law matters, including:

- Day to day advice and counseling, including issues related to leaves of absence, disability, complaints and investigations, training, hiring, performance issues and discipline, and separation of employment
- Discrimination and harassment claims, including claims based on race, religion, national origin, sex, and disability
- The development, implementation, and application of multistate employment documents, agreements, and communications, including offer letters, policies, handbooks, separation agreements, reduction in force documents, and interactive process/leave of absence templates
- Drafting of key contracts such as master service agreements, bonus plans, commission plans and independent contractor agreements
- Wage and hour issues, including claims involving minimum wage obligations, overtime wage compensation obligations, the regular rate, classification of employees as overtime exempt, and meal and rest break issues

As a former in-house employment lawyer and general counsel at a number of different companies, involving a broad range of industries (biotech, healthcare, retail, tech, and food manufacturing), Christina has the ability to leverage her experience to advise clients on employment-related risk while balancing business realities in an ever-changing legal landscape. She knows how to collaborate with clients to understand their goals and thinks strategically and practically to realize those goals. Her

advice is not limited to what the law permits or requires – she also considers company culture, financial implications, public relations, employee morale, and how her clients can make legal/HR operations more efficient and drive value. She designs and offers up real-world solutions to workplace issues before they become litigation matters. However, when litigation does occur, she represents clients in administrative complaint proceedings, arbitration, mediation and in court. Her background also includes designing contingent worker programs, international law, and agency claims of all types.

While in law school, Christina served as a judicial intern for Federal Judge William Orrick, Jr.

## Professional and Community Affiliations

- Member, California Bar Association
- Member, Contra Costa Bar Association
- Board Member, Employment Section, Contra Costa Bar Association, 2025
- Member, National Association of Women Lawyers
- Member, Association of Corporate Counsel
- Member, Coalition for Battered Women
- Member, Labor & Employment Section, American Bar Association
- Member, Women Attorneys Affinity Group, American Bar Association
- Member, National Retail Federation, Retail Industry Leaders Association, 2012-2016

## Education

J.D., University of California College of the Law, San Francisco (formerly Hastings),

B.A., University of California, Berkeley,

## Bar Admissions

California

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of California

## Publications & Press

### **Littler Kicks Off New Year With the Elevation of 28 Attorneys to Shareholder**

*Press Release*

January 3, 2025

### **Dear Littler: Are there limits to cell phone expense reimbursement?**

*Dear Littler*

December 11, 2024

**Pro Bono Week Podcast – Nonpartisan Election Activities**

*Littler Podcast*

October 22, 2024

**Off Track**

*ABA Journal*

February 2, 2009

**Deaf Justice?: Battered Women Unjustly Imprisoned Prior to the Enactment of Evidence Code Section 1107**

*Golden Gate University Law Review*

January 1994

**Note: The Constitutionality of All Male Clubs**

*Hastings Constitutional Law Quarterly*

1989

**Events & Speaking Engagements**

**Hiring in the Wild West: Navigating California’s Employment Frontier**

March 13, 2025

**Panelist, Managing Teams in Modern Era**

Health & Fitness Conference

March 13, 2025

**2025 California Breakfast Briefing Series - Walnut Creek**

Walnut Creek, CA

January 14, 2025

**Walnut Creek Fall 2024 Breakfast Briefing**

Walnut Creek, CA

October 1, 2024

**Political Expression in the Workplace**

Breakfast Briefing

October 1, 2024

**California Employment Law Update: What’s in Store for 2024**

Walnut Creek, CA

January 2024

**Workplace Risk Challenges**

Staffing Industry Analysts Annual Conference

October 26, 2023

**Employment Law Fundamentals**

ABA Labor & Employment Law Section

July 25, 2023

**New California Laws and Cases Affecting Employers – Littler’s California Legislative Employment Law Update**

Walnut Creek, CA

February 23, 2023

**Panelist, Retail Roundtable on Wage and Hour and Workplace Violence**

The 2016 Littler Executive Employer® Conference

May 2016

**Panelist, Retailers Breakfast Briefing**

The 2015 Littler Executive Employer® Conference

May 2015

**California Litigation “Hot Spots”**

Retail Industry Leaders Association, Retail Law 2014

October 16, 2014

**California Wage and Hour Developments**

The 2013 Littler Executive Employer® Conference

May 2013

**Books & Book Chapters**

- *Four Explore the World, A Ninth Month Journey Around the World* Blurb Books, Christina Cordoza, Dan Judge, Grayson Judge and Abigail Judge, 2008