



## Heather M. Vigil

Office Managing Shareholder

18565 Jamboree Road  
Suite 800  
Irvine, CA 92612  
1300 SW Fifth Avenue  
Wells Fargo Tower, Suite 2050  
Portland, OR 97201  
main: +1 (949) 705-3000  
direct: (949) 705-3033  
fax: +1 (949) 724-1201  
hvigil@littler.com



---

## Practice Areas

International Employment Law  
Wage and Hour  
Privacy and Data Security

## Overview

Heather M. Vigil, currently the office managing shareholder of Littler's San Francisco, California; Irvine, California; and Portland, Oregon; offices, 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.

*Not licensed to practice in Oregon. Acting only in the capacity of a management role.*

## Events & Speaking Engagements

### 2019 Southern California Employer Conference

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**

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 2: The Training Trap: How Efforts to "Fix" Unconscious Bias Are Failing Employers**

Littler Executive Employer, Phoenix, AZ

May 2, 2018

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

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**

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**

CadenceCounsel, 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

## **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's Heather M. Vigil Selected as Office Managing Shareholder in San Francisco**

*Press Release*

February 25, 2025

### **Littler Appoints New Firm Leaders Across Various U.S. Offices**

*Press Release*

July 24, 2024

### **Littler Appoints New Office Managing Shareholders in Chicago and Irvine**

*Press Release*

May 3, 2023

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

*In the News*

April 4, 2019

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

*External Publication*

December 1, 2018

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

*External Publication*

August 8, 2018

### **Brexit: Some Potential Implications for Employers**

*External Publication*

September 1, 2016

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

*External Publication*

July 29, 2016

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

*Press Release*

July 20, 2016

**Brexit: Some Potential Implications For Employers**

*Littler ASAP*

July 14, 2016

**Littler Elevates 15 Attorneys to Shareholder**

*Press Release*

January 4, 2016

**The Future of PEOs and Employment Class Action Litigation**

*PEO Insider*

May 2011