

Kritika Thukral

ASSOCIATE
she / her / hers

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Kritika represents employers in employment litigation, with a focus on defending against single-plaintiff matters involving discrimination, wrongful termination, retaliation and harassment; wage and hour class actions; and Private Attorneys General Act (PAGA) claims. She litigates in state and federal courts, as well as in arbitration and administrative forums, managing cases from initial strategy through discovery, motion practice and resolution. Kritika has tried cases before juries, judges and arbitrators, and has served as second chair in jury and arbitration trials with extensive courtroom responsibility, including preparing witnesses and conducting direct examinations and cross-examinations.

Her practice emphasizes active case management and advocacy, including developing defense strategies, coordinating fact and expert discovery, taking and defending depositions, drafting and arguing dispositive motions, and preparing matters for hearing and trial.

In addition to litigation, Kritika advises employers and HR professionals on a broad range of labor and employment matters, including employer policies, leave laws, exempt employee classification, and independent contractor regulations. She is skilled in drafting and updating employee handbooks. She also has experience negotiating collective bargaining agreements and handling union grievances and strike preparation.

Education

- University of California, Davis School of Law (J.D.)
 - Editor-in-Chief, Journal of Juvenile Law & Policy
 - Articles Editor, Business Law Journal
- University of California, Berkeley (B.A.)
 - Political Science

Bar Admissions

- California
- Washington

Capabilities

- Employment Litigation, Arbitration & Dispute Resolution
- Employment Advice & Investigations
- Labor & Employment
- California Employment Law
- Employment Class & Collective Actions

Memberships

- Certified Law Student, Civil Rights Clinic at UC Davis Law
 - Co-authored brief filed in Ninth Circuit Court of Appeals
- Board Member, King Hall's Employment Association
- Student Member, Milton L. Schwartz/David F. Levi American Inn of Court

Recognition

- Participant, Polsinelli Trial Academy facilitated by NITA, 2026
- *Northern California Super Lawyers* "Rising Stars" (2024)
- Named one of *Best Lawyers: Ones to Watch® in America* in:
 - Labor and Employment Law - Management, 2026
 - Litigation - Labor and Employment, 2025-2026

Languages

- Hindi
- Spanish (Conversational)