

**Victoria M. Garcia**

Managing Partner, San Antonio

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**About Victoria**

Focusing on immigration, labor and employment law, Victoria Garcia represents U.S. and international companies in all aspects of labor and employment, and immigration. She also serves as the managing partner of Bracewell's San Antonio office.

Victoria provides clients with comprehensive legal guidance regarding business immigration matters, including (i) obtaining non-immigrant and immigrant visas for foreign employees, (ii) responding to inquiries and audits from the Department of Homeland Security, and (iii) complying with U.S. immigration laws in the hiring, retention and management of domestic workforces. Victoria also represents clients in a wide range of labor and employment matters, including employment discrimination litigation, administrative proceedings, labor/management relations, and the formulation of policies and procedures relating to every aspect of the employment relationship.

Additionally, Victoria provides clients with advice and counsel on international employment issues, including the application of United States legislation abroad, the transfer, assignment and separation of employees on foreign assignment, the transfer of employees between subsidiaries and related entities, and on conflicts between U.S. and foreign legislation.

**Education**

The University of Texas School of Law, J.D.  
1989

The University of Texas at Austin, M. Public Affairs  
1989

Georgetown University, B.S., Foreign Service  
1985 – *magna cum laude*

**Certifications**

Board Certified, Labor and Employment Law, Texas Board of Legal Specialization

**Noteworthy**

*Chambers USA*, Texas Immigration, 2010 - 2023

*The Legal 500 United States*, Immigration, 2016 - 2023

BL Rankings, *Best Lawyers*, Immigration Law, 2018 - 2024; Employment Law - Management, 2018 - 2024; Labor Law - Management, 2019 - 2024; San Antonio Lawyer of the Year, Immigration Law, 2019, 2021

Lawdragon Inc., *Lawdragon 100 Leading US Immigration Lawyers*, Immigration, 2023

ALM Media Properties, *National Law Journal*, Immigration Law Trailblazers, 2023

ALM Media Properties, *Texas Lawyer*, Texas Trailblazer, 2020

American City Business Journals, *San Antonio Business Journal*, Woman Who Leads in Legal Services, 2022

American City Business Journals, *San Antonio Business Journal*, Outstanding Lawyer Award, 2011; Corporate Executive Leadership Award, 2010

San Antonio Hispanic Chamber of Commerce Norma Martinez Lozano , Leadership Award, 2013

Scene Monthly LLC, *Scene in SA*, San Antonio's Best Lawyers, Labor & Employment Law, 2004, 2009, 2012 - 2022; San Antonio's Best Lawyers, Immigration, 2015 - present

The University of Texas at Austin, *Review of Litigation*, Editor

Internet Brands, Inc., *Martindale-Hubbell® AV® Preeminent™ Rating*

## **Affiliations**

Free Trade Alliance San Antonio, Board, 1994 - 2017; Executive Committee, 1994 - 2017; Counsel, 2010 - 2017, 2002 - 2007; Board Chair, 2009; Board Chair Elect, 2008; Secretary, 1999, 1995; Finance Committee, Vice-Chair, 1998 - 1998; Operations Committee Chair, 1996 - 1997

Port San Antonio, Board of Directors, 2009 - present; Board Chair, 2017-2018; Board Vice-Chair, 2016 - 2017; Committee Vice-Chair, 2013 - 2016; Secretary/Treasurer, 2012

Greater SATX Regional Economic Partnership, Executive Committee, 2019 - present

Texas Public Radio, Board of Directors, 2015 - 2021

United Way of San Antonio & Bexar County, Board of Trustees/ Board of Directors, 2012 - present; Strategic Planning Committee Chair, 2019 - present

Girl Scouts of Southwest Texas, Board Development Committee, 2012 - 2017

Western District of Texas Admissions and Disciplinary Committee

State Bar of Texas, Professional Ethics Committee, 1995 - 2004

American Bar Association, International Labor and Employment Law Section

San Antonio Bar Association

American Immigration Lawyers Association

China Advisory Subcommittee to the City of San Antonio, Member, 2011 - 2012

Global Strategy Advisory Committee to the City of San Antonio, Member, 2012 - 2014

## **Bar Admissions**

Texas

## **Languages**

Spanish