

David A. Dixon

Littler onDemand Counsel

direct: (816) 788-7018

ddixon@littler.com



Focus Areas

Littler onDemand

Workplace Policy Institute

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Occupational Safety and Health

Wage and Hour

Legislative and Regulatory

Overview

As a member of the Littler onDemand team based in Idaho, David A. Dixon serves as the primary point of contact for Littler onDemand clients, ensuring their workplace legal issues are promptly addressed. Dave brings more than 25 years of labor and employment litigation, advice and counsel experience to his role with Littler.

In his work with Littler onDemand clients, Dave acquires a deep understanding of their business needs and goals, and of their workplace cultures, guidelines, protocols, and resources, enabling him to provide highly efficient, relevant advice and counsel. Dave frequently collaborates with Littler attorneys who bring industry-leading subject matter and jurisdictional knowledge to provide quick and substantive answers to client inquiries. He also leverages Littler's technology-based tools to access client information and optimize advice and counsel delivered through the Littler onDemand platform.

Prior to joining Littler, Dave's legal practice focused exclusively on counseling and defending management in the full range of labor and employment matters, including a broad spectrum of discrimination, retaliation, harassment, wrongful termination and other employment litigation, numerous wage and hour class actions, reductions in force, workplace violence, traditional labor law, harassment prevention and other management training, and frequent day-to-day employer counseling. He has represented employers in a wide variety of administrative settings including defending a large number of Equal Employment Opportunity Commission (EEOC) and analogous state agency claims, labor

arbitrations, Department of Labor (DOL) Wage and Hour Division claims and audits, unemployment claims, OSHA and Cal-OSHA matters, and other administrative matters.

He served a three-year term as the Lawyer Representative for the Eastern District of California to the Ninth Circuit Judicial Conference. He co-led CA-SHRM's Hill Day events in Sacramento for many years and then was instrumental in establishing the CO-SHRM Hill Day events in Denver.

A manager before law school, Dave firmly believes in reducing risk through management education. He has served as an adjunct professor or guest lecturer for several large educational institutions in California, Colorado and Wisconsin. He co-authored the 1st and 2nd Editions of SHRM's California Learning System™ and has delivered more than 80 public presentations on a wide range of employment law topics.

During law school, he was vice president and 2L class representative of the Duke Bar Association, co-director of Public Hearing, an a cappella group, and a member of the Duke Chapel Vespers Chamber Choir.

Professional and Community Affiliations

- President, The Pioneer Association, 2015-2019
- Legislative Director, Northern Colorado Human Resource Association, 2011-2015
- Eastern District Lawyer Representative, (appointed by then Chief Judge Anthony W. Ishii), Ninth Circuit Judicial Conference, 2008-2010
- Board of Directors, San Joaquin Valley Chapter Federal Bar Association, 2007-2010
- Vice President, Kern County Bar Association, 2010
- President, Kern County Society for Human Resource Management
- Legislative Director, Kern County Society for Human Resource Management
- Board of Directors, Kern County Bar Association
- Chairman, Employment Committee, Kern County Bar Association, 2006-2010
- Inaugural Chairman, Young Lawyers Section, Kern County Bar Association, 2004-2006
- Member, Greater Bakersfield Chamber of Commerce, Labor & Employment Committee, 2003-2007
- Member, Sacramento Area Human Resources Association, Legal & Legislative Group, 2002-2005
- Board of Directors, Teen Court of Kern County, 2006-2008, 2010

Recognition

- Omicron Delta Epsilon National Economics Honor Society, *University of Washington*, 1996
- Golden Key International Honor Society, University's Outstanding Junior, *University of Washington*, 1995

Education

J.D., Duke University School of Law, 1999, *cum laude*

B.A., University of Washington, 1996

Bar Admissions

Idaho

Colorado

Nevada

California

Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Eastern District of Wisconsin

Publications & Press

California's Indoor Heat Illness Prevention Regulation Takes Immediate Effect

Littler Insight

July 26, 2024

Compliance Countdown To New Calif. Workplace Safety Rules

Law360

June 26, 2024

Temperatures Sizzle at Cal/OSHA Standards Meeting After Indoor Heat Illness Proposal Removed from Agenda

Littler ASAP

March 22, 2024

Cal/OSHA Completes Fast-Track Adoption of Emergency Silica Standard Aimed at Engineered Stone Industry

Littler Insight

January 4, 2024

California Enacts Nation's First General Industry Workplace Violence Prevention Safety Requirements for Employers

Littler Insight

October 2, 2023

Cal/OSHA's Non-Emergency COVID-19 Regulation Is Approved and in Effect for Next Two Years

Littler ASAP

February 6, 2023

Cal/OSHA ETS Provisions Remain Briefly in Effect Until OAL Approval Process for Non-Emergency Regulation is Complete

Littler ASAP

January 6, 2023

Cal/OSHA Will Not Alter the Proposed Non-Emergency COVID Regulation Now on Course to Become Effective January 1, 2023

Littler ASAP

November 21, 2022

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

Littler Insight

October 18, 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

Cal/OSHA Approves Third Revised ETS and Clarifies Position on Some Lingering Questions

Littler ASAP

April 22, 2022

Cal/OSHA Publishes a Draft Readoption ETS that Eliminates Vaccination Status Distinctions and Relaxes Testing Methods, Yet Muddies Quarantine Standards

Littler Insight

April 7, 2022

California Employers Can Make Reasoned Choices as State Reduces Formal Workplace Masking Requirements

Littler ASAP

March 3, 2022

An Update on the Federal Contractor Vaccine Mandate: No Need to Comply for Now, but Private Arrangements May Still be Enforceable

Littler Insight

January 19, 2022

U.S. Supreme Court Lifts Injunctions Against CMS Vaccine Mandate

Littler ASAP

January 13, 2022

Friday Night Fights – What Just Happened to the OSHA and Federal Contractor Vaccine Mandates?

Littler Insight

December 18, 2021

Cal/OSHA Approves 2nd Readoption of ETS and Governor Issues Order Potentially Further Extending COVID Restrictions

Littler ASAP

December 17, 2021

CMS COVID-19 Vaccination Mandate Back in 25 States

Littler ASAP

December 16, 2021

Understanding the Current Status of Multiple ETSs – Both Federal and California

Littler Insight

November 19, 2021

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

Littler Insight

September 21, 2021

Cal/OSHA Standards Board Passes Revised Emergency Standard Regulation for COVID-19

Littler ASAP

June 17, 2021

EEOC Challenges Standard Severance Provisions

The Bulletin (published by MSEC)

May 2014

Mental Illness in the Workplace: From Aberrant Conduct to Workplace Violence

MSEC Employment Law Update

Spring 2013

Legislative Snippets, contributing author

Colorado State Council of SHRM

1st quarter 2012

Legal & Legislative Update

Kern County Society for Human Resource Management (KCSHRM)

October 2007

Pending Legislation Reminds Employers to Get Serious About E-Monitoring

Sacramento Area Human Resource Association Monthly Newsletter

2004

California's New 'Baby WARN' Act Creates Legal Land Mines for Employers

Sacramento Area Human Resource Association Monthly Newsletter

2002

Speaking Engagements

Termination Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

July 25, 2024

Challenges with Terminations Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

June 27, 2024

Privacy Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

December 14, 2023

Personnel Management Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

June 22, 2023

Workplace Violence Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

February 28, 2023

Drug Testing Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

October 18, 2022

Wage & Hour Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

July 28, 2022

Leaves of Absence Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

April 20, 2022

How to Effectively Advocate

Day at the Capitol Event, Colorado SHRM

2013-2016

Out of Bounds (aka The Heat Is On): A 2015 Legal & Legislative Update for HR Professionals

Multiple HR organizations

2015

The Times They Are A-Changin': A 2014 Legal Update for HR Professionals

Multiple HR organizations

2014

The Legal and Psychological Aspects of Mental Illness in the Workplace: From Aberrant Behavior to Workplace Violence, co-presenter with Dr. James Turner

Mountain States Employers Council, Employment Law Update Conference, multiple cities

2013

Smoke & Mirrors: A 2013 Legal & Legislative Update for Colorado HR Professionals

Multiple HR organizations

2013

You Don't Have to Ride a Tornado to Get to Oz: A Legal & Legislative Update for HR Professionals

Multiple HR organizations

2012

Voice Lessons: A California Political Primer for HR Professionals (Opening Keynote)

California State Council of SHRM (CalSHRM) Annual Legislative Conference, Sacramento, CA

2008

Are We There Yet?: Exploring the Relations of Law, Race, Labor and Economics Through the Lens of 2007 Legal & Legislative Developments, co-presenter with Professor Atiba Ellis

Kern County Society for Human Resource Management (KCSHRM), Bakersfield, CA

2007

Books & Book Chapters

- Co-Author, *Colorado Labor & Employment Law series*, Thomson Reuters, Practical Law Series, 2015-2016
- Labor and Employee Relations Module, Co-Author, *California Learning System™*, 1st and 2nd Editions, Society for Human Resource Management, 2007-2008
- Legal Compliance, Editor, *Preventing Sexual Harassment – California Edition*, Alexander Hamilton Institute, 2007