

## David A. Dixon

Littler onDemand Counsel

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## 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**

**Accommodation Challenges Through the LoD Lens – Compliant Solutions to the Questions You Have Today**

Webinar

December 11, 2024

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

Webinar

July 25, 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