

#### Devjani H. Mishra

Shareholder

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#### **Practice Areas**

Business Restructuring and M&A Whistleblowing, Compliance and Investigations Discrimination and Harassment Contractors, Staffing and Contingent Workers Leave and Accommodation Healthcare Retail Emerging Companies and Venture Capital

#### **Overview**

Devjani H. Mishra draws on more than 25 years of in-house and outside counsel experience to partner with management in creating scalable and efficient solutions to complex workplace challenges. She is a leader of Littler's COVID-19 Task Force and Vaccination Working Group, as well as a member of Littler's Leave of Absence and Disability Accommodation Core Group.

Prior to joining Littler, Devjani spent almost seven years as the primary in-house employment counsel for a global biotechnology company serving patients in more than 50 countries. Devjani brings this client-centered perspective to her work with companies of all sizes, from startups to multinational corporations, including:

- Planning and performing transactional due diligence, workforce integration and business restructuring
- Building corporate compliance and ethics programs, performing employment practices audits and managing internal investigations
- Supporting stakeholders in capturing best practices for recruiting, contingent workforce and alternative staffing, performance management, and discipline



• Addressing requests for hybrid and flexible work, accommodation and military, medical and family leaves of absence

Devjani is also an experienced litigator, and has successfully handled employment complaints from inception through trial in federal and state courts and agencies. She works closely with clients to set cost-effective defense strategy and to alleviate the business disruption that litigation can cause.

Devjani is a regular presenter on employment law topics before the American Bar Association, the Practising Law Institute and other professional forums.

#### **Professional and Community Affiliations**

- Member, American Employment Law Council
  - Membership Co-Chair, Labor and Employment Law Section, Employment Rights and Responsibilities Committee, American Bar Association
  - Member, South Asian Bar Association of New York
  - Member, BioCT

### **Events & Speaking Engagements**

#### New York Retail Roundtable

New York, NY February 25, 2025

#### Member-Only Webinar: Playbook for 2025

American City Business Journals January 14, 2025

#### Advanced Discovery Issues in Employment Litigation

ABA Labor and Employment Law Annual Conference November 15, 2024

#### Leaves of Absence and Workplace Accommodation: Your 2024 Questions Answered

Practising Law Institute October 16, 2024

#### 2024 Tri-State Regional Employer Conference

New York, NY September 19, 2024

#### **New Frontiers of Harassment and Employment Discrimination**

Practising Law Institute June 10, 2024



#### Employment Law Update Littler Executive Employer Conference, Phoenix, AZ May 9, 2024

#### What to Expect When Employees Are Expecting - New PWFA Accommodation Challenges

Littler Executive Employer Conference, Phoenix, AZ May 9, 2024

#### **2024 Employment Law Update** Littler Executive Employer Conference, Phoenix, AZ May 9, 2024

#### What to Expect When Your Employees Are Expecting: New PWFA Accommodation Challenges

Littler Executive Employer Conference, Phoenix, AZ May 9, 2024

#### Keynote: The Changing Needs of Women in the Workplace

Pacific Coast Labor & Employment Law Conference April 17, 2024

#### Workplace Leave and Accommodation Fundamentals in 2024

Practising Law Institute March 4, 2024

#### **ADA Trivia Bowl**

ABA Annual Labor and Employment Law Conference November 10, 2023

#### Leaves of Absence and Workplace Accommodation: Your 2023 Questions Answered

Practising Law Institute October 16, 2023

#### 2023 Kansas City Regional Employer Conference

Kansas City, MO October 10, 2023

#### Menopause: The Newest Protected Status?

American Bar Association Webinar September 28, 2023

#### Pregnancy and Related Issues

25th NYU Employment Law Workshop for Federal Judges



September 18, 2023

**2023 Tri-State Regional Employer Conference** New York, NY June 20, 2023

**Employment Discrimination Law & Litigation 2023** Practicing Law Institute June 12, 2023

Show and Tell: Pay Transparency and Disclosure Requirements Go Primetime Littler Executive Employer Conference, Phoenix, AZ May 11, 2023

Accommodation Aftershocks: How the Pandemic Has Reshaped Workplace Disability Accommodations Littler Executive Employer Conference, Phoenix, AZ May 11, 2023

Somebody's Watching Me! Legal and Practical Implications of Employee Monitoring Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

More Than A Feeling: A Deep Dive Into Mental Health Accommodations in the Workplace Pacific Coast Labor & Employment Conference April 28, 2023

**Workplace Investigations in Today's Highly Charged Labor Environment** Pacific Coast Labor & Employment Conference April 27, 2023

Navigating Remote Work in a Post-Pandemic World

Practising Law Institute March 6, 2023

The Disconnected Workforce: How to Rebuild a High-Performance Work Culture

European-American Chamber of Commerce – New York December 7, 2022

The Impact of COVID on the Remote Working Legal Landscape

New York State Bar Association 2022 London Global Conference December 1, 2022



#### Trends in "Post-COVID" Disability Claims

American Employment Law Council Annual Conference October 21, 2022

#### Leaves of Absence and Workplace Accommodation: Your 2022 Questions Answered

Practising Law Institute October 12, 2022

#### What's Keeping You Up at Night Regarding Disability and COVID-19

Pacific Coast Labor & Employment Law Conference May 12, 2022

#### The State of Vaccinations and Testing – A Continued Conundrum

Littler Executive Employer Conference May 5, 2022

## COVID-19 Legal Issues: Guidance for Performing Arts Organizations

Volunteer Lawyers for the Arts April 19, 2022

## COVID-19: Vaccine Mandates

Connecticut Journal of International Law Symposium March 25, 2022

#### Navigating Today's Hot Topics with a Multijurisdictional and Mobile Workforce

ABA Labor & Employment Law Section, Employment Rights and Responsibilities Committee Midwinter Meeting March 17, 2022

## Navigating Remote Work in 2022

Practising Law Institute March 7, 2022

#### **COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 24** March 4, 2022

#### How to Navigate the Effects of COVID-19 in the Workplace

Arizona SHRM Conference Keynote February 18, 2022

## COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 23

February 4, 2022



## **COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 22** Sacramento, CA

January 7, 2022

#### COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 21

Sacramento, CA December 3, 2021

#### COVID-19 – 20 Months In, Where Are We?

Florida Regional Employer Conference November 4, 2021

#### Navigating the Pandemic Workplace: The Emotional Impact, Accommodation Requests, and Leaves

Practising Law Institute October 26, 2021

#### The Future of Remote Work

New York State Bar Association, Labor and Employment Law Section Fall Meeting October 15, 2021

#### The Evolving Realities of Working During COVID-19

College of Labor and Employment Lawyers Webinar October 7, 2021

# COVID-19 - Its Impact on Employment Litigation, How Best to Prepare Your Company, and What the Future of Litigation May Hold

Nevada Virtual Regional Employer Conference September 14, 2021

#### **Returning to Work in Tennessee**

ACC Tennessee Webinar August 12, 2021

#### Workplace Safety: Plans, Policies and Proactive Protection

Littler Executive Employer Conference May 14, 2021

#### How to Safely Re-open Your Office

German American Chamber of Commerce May 4, 2021



#### Ready Employee One: Virtual Reality in the Workplace

ABA National Symposium on Technology in Labor & Employment Law April 15-16, 2021

#### COVID-19: Employment Law Challenges, Changes and Requirements

Staffing Industry Analysts Risk Management & Compliance Workshop April 13, 2021

#### Untangling the Web of State and Local Paid Family and Medical Leave Laws

ABA Labor & Employment Law Section, Employment Rights and Responsibilities Committee Midwinter Meeting March 18, 2021

#### COVID-19 in the U.S.: Employment Law Changes and Challenges During the Pandemic

China General Chamber of Commerce – U.S.A. Webinar March 16, 2021

#### Understanding Employment Law 2021: FMLA & ADA Fundamentals

Practising Law Institute March 8, 2021

#### Business as Unusual: Navigating the Employment Challenges Posed by COVID-19

American Health Law Association Virtual Conference March 3, 2021

#### The Legal Landscape – Vaccination Programs in the Employment Setting

National Retail Federation Webinar February 26, 2021

#### The COVID-19 Vaccine – Legal and Practical Implications

Webinar January 13 and 20, 2021

#### Privacy During a Pandemic: The New Reality of Staying Safe, Staying Healthy and Staying Employed

NAPABA Virtual Convention November 6, 2020

#### The New Normal: Recent Developments & Employment Challenges in the Hospitality Industry

DFDL Webinar October 1, 2020

#### Employees with disabilities in the new world order – the challenges and opportunities in the wake of Covid-19



IBA Diversity and Equality Law Committee September 15, 2020

#### Are We There Yet? Understanding the Return to Work Challenge Posed by COVID-19

Webinar August 19 and September 1, 2020

#### COVID-19's Impact on Employment Law in New York

New York State Judicial Institute (New York State Unified Court System) July 14-15, 2020

The Next Normal: Preparing Our Workplaces and Workforces for the "Return to Work"

July 13, 2020

## COVID-19 in the Workplace: Compliance Challenges, Policy Options

ABA Business Law Section, Banking Law Committee June 29, 2020

The Next Normal: Advice for New York and New Jersey Employers on Safely Reopening Their Workplaces June 24, 2020

#### Returning to Work – Legal Updates & Considerations for Employers

China General Chamber of Commerce – USA Webinar June 17, 2020

#### Covid-19 U.S. Employment Law and OSHA Overview

PLI Webinar May 19, 2020

#### **COVID-19: Practical Guidance for Employers**

Japan Society Webinar May 15, 2020

#### Your Workforce: Staying Compliant and Productive

BritishAmerican Business Webinar May 12, 2020

#### COVID-19: What Lies Ahead

Brazilian-American Chamber of Commerce Webinar May 12, 2020



#### Business as Unusual: Preparing Our Workplaces and Workforces for a Return to Work

Littler Virtual Executive Employer May 8, 2020

#### Understanding Employment Law 2020: FMLA & ADA Fundamentals

Practising Law Institute March 9, 2020

#### Content and Cocktails: Diversity, Inclusion and Elimination of Bias

New York, NY November 7, 2019

#### **Employment Law Issues in Mergers and Acquisitions**

American Employment Law Council Annual Conference October 25, 2019

#### #MeToo Update: Investigating a Culture of Complicity and Cover Ups

NAPABA (National Asian Pacific American Bar Association) Regional Conference September 21, 2019

**Cross-Border Employment Law 2019: Workforce Restructurings, Including M&A, Across Borders** Practising Law Institute June 5, 2019

## Time for a Tune-Up: Compliance Tips for 2019 and Beyond

New York, NY April 23, 2019

Understanding Employment Law 2019: ADA, FMLA and Accommodation Fundamentals Practising Law Institute April 15, 2019

Understanding New York State and City's Sexual Harassment Laws: A Compliance Checklist October 30, 2018

# Complying with New York State and New York City's New Anti-Sexual Harassment Legislation – What Employers Need to Know

Practising Law Institute July 10, 2018

Understanding Employment Law 2018: ADA Fundamentals Practising Law Institute



April 12, 2018

# The #MeToo Movement and Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

New York, NY April 10, 2018

#### Litigation Issues Involving Staffing Agencies and PEOs: We're in This Together ... Or Are We?

ABA Labor & Employment Law Section, Employment Rights and Responsibilities Committee Midwinter Meeting March 23, 2018

#### Paid Leave and Other Protection for Employees with Caregiver Responsibilities

ABA Labor & Employment Law Annual Conference November 12, 2016

#### Unraveling the Ethical Complexities of Workplace Investigations

ABA Labor & Employment Law Section, Ethics & Professional Responsibility Committee Midwinter Meeting March 19, 2016

#### Keynote: Hot Topics in Labor and Employment Law

ABA Labor & Employment Law Section, Employment Rights and Responsibilities Committee Midwinter Meeting March 16, 2016

#### **Effectively Managing Remote Work**

ABA Labor & Employment Law Annual Conference November 5, 2015

#### Workplace Investigations Essentials: What to Know When Conducting Effective Workplace Investigations

ABA Webinar September 16, 2015

#### A Look at Budding Issues from State Laws Legalizing Marijuana

ABA Labor & Employment Law Section, Employment Rights and Responsibilities Committee Midwinter Meeting March 26, 2015

#### Advanced Issues in Reductions-in-Force

ABA Labor & Employment Law Annual Conference November 7, 2014

#### Best Practices for Managing Religious Diversity in the Workplace

ABA Annual Meeting August 8, 2014



#### ABA Commission on Ethics 20/20

ABA Labor & Employment Law Annual Conference November 8, 2013

Employer Use of Criminal Background Screens ABA Labor & Employment Law Annual Conference November 7, 2013

Using Social Media in Litigation PLI Information Technology Law Institute April 8, 2011

### Recognition

• Fellow College of Labor and Employment Lawyers

#### **Education**

J.D., Columbia University School of Law, , *Harlan Fiske Stone Scholar* B.A., Yale University, , *with distinction* 

#### **Bar Admissions**

New York Connecticut Pennsylvania

#### **Courts**

- U.S. Court of Appeals, 2nd Circuit
- U.S. Court of Appeals, 4th Circuit
- U.S. District Court, Southern District of New York
- U.S. District Court, Eastern District of New York
- U.S. District Court, Western District of New York
- U.S. District Court, Northern District of New York
- U.S. District Court, District of Connecticut
- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, District of Vermont

#### **Publications & Press**

Legal Challenge to PWFA Regulations by 17 States Revived by the Eighth Circuit Littler ASAP February 24, 2025



#### The Most-Read Employment Law360 Guest Articles Of 2024

*In the News* December 23, 2024

#### Littler Appoints New Leadership to Its 'Ohana Affinity Group and SOAR Program

Press Release August 7, 2024

#### Workplace mental health requests are skyrocketing, but can employers keep up?

*In the News* May 28, 2024

#### Mental health requests have skyrocketed, but company policies are lagging

*In the News* May 23, 2024

Employee mental health requests have skyrocketed but only a fraction of leaders are making real changes In the News

May 13, 2024

#### Are employers doing enough about employee mental health?

In the News May 10, 2024

# Employers Expect Increased Regulatory Enforcement amid Legislative Slowdown in Election Year, Survey Finds

*In the News* May 9, 2024

#### The Littler Annual Employer Survey 2024

*Littler Report* May 8, 2024

# Employers Expect Increased Regulatory Enforcement Amid Legislative Slowdown in Election Year, Littler Survey Finds

Press Release May 8, 2024

#### Pandemic-Based Workplace Restructuring Persists, Employers Say

In the News May 8, 2024



#### More Workers Seek Mental Health Accommodations, Creating Vexing Legal, HR Decisions for Firms

In the News May 8, 2024

#### Companies bracing for more high-impact employment law changes

*In the News* May 8, 2024

#### US firms expect little reprieve from enforcement this election year

In the News May 8, 2024

#### Breaking Down EEOC's Final Rule To Implement The PWFA

*External Publication* April 24, 2024

#### EEOC Releases Expansive Final Regulations to Implement the Pregnant Workers Fairness Act

*Littler ASAP* April 17, 2024

#### That's A Wrap! CDC Reduces Recommended COVID-19 Isolation Period

*Littler ASAP* March 1, 2024

#### The productivity problem: The future of in-office mandates looms large

*In the News* June 20, 2023

#### Experts warned hybrid work would be hard. Employers are confronting the harsh reality.

*In the News* May 26, 2023

#### As the remote work battle rages, employees are holding the line

*In the News* May 23, 2023

#### As mental health crisis grows, leave requests are on the rise

*In the News* May 18, 2023

## As employers settle in to hybrid work, new headaches are arising

In the News



May 17, 2023

Littler Survey: Economic Volatility, Al Adoption and Heightened Regulatory Activity Pose New Challenges for Employers In the News

May 12, 2023

#### Hybrid Working Schedule 'Here to Stay,' Littler Survey Shows

In the News May 10, 2023

#### New State and Local Laws on Paid Leave, Other Topics Reshaping Workplaces

In the News May 10, 2023

#### Workers' Mental Health Needs On The Rise, Littler Report Says

*In the News* May 10, 2023

#### The Littler Annual Employer Survey 2023

*Littler Report* May 10, 2023

# Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers

Press Release May 10, 2023

#### What COVID-19 Leave Is Left? Littler ASAP

March 7, 2023

#### Nursing Mothers in New York Get Additional Workplace Protections

*In the News* February 5, 2023

#### How to comply with New York's updated workplace lactation accommodation law

*In the News* January 23, 2023

#### New rules to assure nursing moms privacy, comfort at workplace

In the News



January 18, 2023

#### New York State Poised to Increase Fines for Workplace Injuries and Deaths

*External Publication* December 23, 2022

#### New York State Poised to Significantly Increase Fines for Workplace Injuries and Deaths

*Littler ASAP* December 21, 2022

#### New York State Expands Lactation Accommodation Requirements

*Littler ASAP* December 14, 2022

#### Flu Season Will Require Sound Culture and Flexibility from Employers

*In the News* November 17, 2022

#### Flu, RSV, COVID: 6 ways employers can deal with a potential wave of absences

*In the News* November 16, 2022

#### 4 Ways COVID-19 Reshaped Employees' Expectations

*In the News* November 1, 2022

#### New York State to Follow CDC Guidance on COVID-19 Quarantines

*External Publication* September 22, 2022

#### New York State to Follow CDC Guidance on COVID-19 Quarantines and Isolations

*Littler ASAP* September 19, 2022

## Updated CDC COVID-19 Guidance Eliminates Precautionary Quarantine, Focuses on Boosters, Masking, and

**Testing** *Littler ASAP* August 12, 2022

#### What Employers Should Know As Long COVID Afflicts Millions

*In the News* August 5, 2022



#### Monkeypox: What Does this Mean for Employers?

*Littler ASAP* August 3, 2022

#### The EEOC's update trends medical-testing guidance back toward pre-pandemic norms

*In the News* July 29, 2022

#### Be Aware of Legal Challenges with Hybrid Work

*In the News* July 27, 2022

## EEOC Updates COVID-19 Guidance, Potentially Limiting Employers' Ability to Screen Employees for COVID-

**19** *Littler ASAP* July 14, 2022

#### More Employer vaccine mandates in place, but fewer implement policies

*In the News* June 1, 2022

#### How health information privacy laws apply when reopening the workplace

*In the News* May 23, 2022

#### Employers changing their positions on high-stakes topics

*In the News* May 21, 2022

#### Study puts waning employer vaccine mandates in focus

*In the News* May 18, 2022

#### How the talent squeeze is driving flexible work options

*In the News* May 13, 2022

#### 'Living with COVID': The continued impact of the pandemic on HR

*In the News* May 6, 2022



### Inside Track: Employers Walking on Eggshells to Avoid Losing Talent

In the News May 5, 2022

#### Lack Of Federal Vax Rule Leaves Many Cos. Without A Policy

*In the News* May 4, 2022

#### **COVID Still Challenging Employers on Many Fronts, Survey Finds**

*In the News* May 4, 2022

Littler Survey: Competitive Talent Market and Pandemic Uncertainty Complicate Return-to-Office Policies Press Release May 4, 2022

#### The Littler Annual Employer Survey 2022

*Littler Report* May 4, 2022

### Vaccine Mandates at Work Part of 'New Normal,' Employers Say In the News May 3, 2022

#### Disability Accommodation and COVID-19: Ten Emerging Issues to Consider

*Littler ASAP* April 28, 2022

#### Kentucky jury's discrimination ruling a wake-up call for mental-health awareness

*In the News* April 20, 2022

#### **Resuming Business Travel May Cause Legal Turbulence**

*In the News* March 25, 2022

#### Early Covid-19 Disability Ruling Offers Blueprint for Lawsuits

*In the News* February 25, 2022

## EHS On Tap: E98 The Latest on COVID-19 Vaccine Requirements for Employers

In the News



February 8, 2022

#### Effects of Supreme Court ruling on OSHA mandate linger

*In the News* January 24, 2022

#### 'No jab no job': companies face legal wrangles over COVID vaccine policies In the News

January 15, 2022

### Supreme Court Stays OSHA "Vaccinate or Test" Emergency Temporary Standard Littler ASAP January 13, 2022

## The Supreme Court just signaled it could block Biden's nationwide vaccine mandate In the News January 7, 2022

### U.S. Supreme Court to Hear Oral Argument on OSHA ETS, Medicare/Medicaid Vaccination Mandates on Friday, January 7, 2022 Littler ASAP January 5, 2022

New Year, New Rules: Chicago Will Require Proof of Vaccination to Enter Most Public Establishments as of January 3, 2022 Littler ASAP December 23, 2021

**3 Takeaways After 6th Circ. Lifts Stay On Virus Rule** *In the News* December 21, 2021

Friday Night Fights – What Just Happened to the OSHA and Federal Contractor Vaccine Mandates? Littler ASAP December 18, 2021

# Vax Up, Speak Up, or Stay Home: New York City Issues New Guidance on Vaccination Mandates for Private Workplaces and the Key to NYC Pass

*Littler ASAP* December 16, 2021

Could cities now mandate vaccines for private employers? In the News



December 10, 2021

#### Back to Basics: New York State Mandates Masks in Indoor Public Places

*Littler ASAP* December 10, 2021

#### NYC Shot Mandate Built to Withstand Suits, Lawyers Say

*In the News* December 9, 2021

## "We Are Not Going Back": New York City Announces Vaccine Mandate for Private-Sector Employers

*Littler ASAP* December 6, 2021

#### New York City to impose COVID vaccine mandate on all private-sector workers

*In the News* December 6, 2021

#### Vaccine Exemption Bids for Health-Care Workers to Spark Lawsuits

*In the News* November 30, 2021

#### COVID-19 Booster Shots: Jurists Discuss Personal Motivations for Supporting, Resisting Dose

*In the News* November 22, 2021

## Could Booster Shots Lead to Litigation Challenges Over 'Fully Vaccinated' Status? This Attorney Thinks So

*In the News* November 19, 2021

#### Health Worker Vaccine Mandate Expected to Withstand Challenges

*In the News* November 9, 2021

#### Who Pays for Workers' Time Getting Covid Tests, Employers Wonder (OSHA ETS)

*In the News* November 8, 2021

#### Who will pay for testing under Biden's new vaccine mandate for businesses?

*In the News* November 5, 2021



#### Federal Court Denies Challenge to Oregon Vaccine Mandate

*External Publication* November 5, 2021

#### US Companies given two months to implement COVID vaccine mandate

*Financial Times* November 4, 2021

# Unvaccinated workers calculate the costs of regular COVID testing – Biden Administration sets Jan. 4 vaccination deadline for workers

*MarketWatch* November 4, 2021

#### OSHA sets Jan. 4 deadline for business vaccine policies

*In the News* November 4, 2021

#### OSHA sets Jan. 4 deadline for employers to mandate COVID-19 vaccines

*In the News* November 4, 2021

## Oregon Federal Court Joins Other Jurisdictions in Denying Challenge to Government-Issued Vaccine Mandate

*Littler ASAP* October 21, 2021

#### Vaccine protocols: You've got one shot at building employee trust

*In the News* October 18, 2021

#### Everything HR needs to know about Biden's vaccine mandate

*In the News* October 5, 2021

#### Teacher Says COVID Vaccine is 'Gene Therapy' in Nine-Minute Rant to Students

*In the News* October 1, 2021

# Some businesses welcome Biden's vaccination mandate while others worry about the costs, effects on worker shortages

*In the News* September 12, 2021



#### Biden's employer mandate: Who will foot the bill for weekly Covid testing?

*In the News* September 10, 2021

#### **Biden's Covid-19 Vaccine Mandate Splits Business Community**

*In the News* September 10, 2021

#### Georgia employers brace for how to impose vaccine and testing mandate

Atlanta Journal-Constitution September 10, 2021

# White House Announces Vaccine Mandates for Employees of Large Private Employers, Federal Contractors, and Most Healthcare Employers

*Littler ASAP* September 9, 2021

#### Vaccine mandates now required: What to know about Biden's new rules

*In the News* September 9, 2021

#### 1 big thing: Biden embraces "sticks" with workplace vaccine mandates

*In the News* September 9, 2021

#### Biden Unveils New Action Plan To Combat Surging COVID

*In the News* September 9, 2021

#### Biden demands US companies introduce vaccine

*In the News* September 9, 2021

#### What Role Do Culture and Morale Play in Vaccine Mandates?

*In the News* September 1, 2021

#### Grocery workers were on the front lines of the pandemic - so why so many still unvaccinated?

*In the News* August 31, 2021



#### How to ask about vaccination status in the hiring process

*In the News* August 30, 2021

## The new burdens the ever-evolving COVID-19 situation poses for businesses

*In the News* August 26, 2021

#### Delta Air Lines health surcharge for vaccines could cascade across industries

*In the News* August 25, 2021

#### EHS On Tap: E75 Managing COVID-19 Concerns in the Workplace

*In the News* August 24, 2021

## What Does Pfizer Vaccine's Full Approval Mean for Employers' COVID-19 Policies?

*In the News* August 24, 2021

## Only 8% of US Manufacturers are Requiring COVID Vaccines

*In the News* August 24, 2021

#### From CVS to Goldman Sachs, FDA move prompts vaccine mandates

In the News August 24, 2021

#### Littler Survey: Employers Increasingly Consider Vaccine Mandates as COVID-19 Delta Variant Spreads Press Release August 23, 2021

## Littler COVID-19 Vaccine Employer Survey Report: Delta Variant Update

*Littler Report* August 23, 2021

#### Vaccine Mandates Gain Steam with Employers, Littler Survey Shows

*In the News* August 23, 2021

## Employers Still Hesitant To Mandate Vaccines As Virus Surges

In the News



August 23, 2021

### Philadelphia Tweaks Exceptions to August 11, 2021 Indoor Mask Mandate

Littler ASAP August 20, 2021

### No Soup for You & Take Your Coffee to Go – Accommodations and the Key to NYC Pass

*Littler ASAP* August 19, 2021

### New York State Requires Healthcare Workers to be Vaccinated Against COVID-19 Littler ASAP August 18, 2021

The Key to NYC Pass: Vax Up or Miss Out Littler ASAP August 17, 2021

## Philadelphia Requires Face Masks Indoors and Certain Large Outdoor Events, With Limited Exceptions, Unless All Present Are Vaccinated Littler ASAP

August 16, 2021

## Employers May Face Lawsuits From Pro-Vaccine Workers, Too In the News

August 12, 2021

#### Mandatory Vaccines or Mandatory Testing? A "Soft Approach"

Littler ASAP August 10, 2021

#### 'Soft' Vaccine Mandates Seen as Boon to Worker Buy-In, Safety

*In the News* August 4, 2021

#### The Key to NYC: Only Vaccinated Employees and Patrons Are Given a Free Pass

*Littler ASAP* August 4, 2021

#### Managers will have to enforce rules for unvaccinated employees, and it won't be easy

*In the News* July 28, 2021



#### Will new federal mask guidelines revive workplace mandates?

In the News July 28, 2021

Refresh! The CDC Revisits COVID-19 Restrictions for Fully Vaccinated Individuals Littler ASAP July 28, 2021

Littler's Devjani H. Mishra Elected as College of Labor and Employment Lawyers Fellow Press Release July 21, 2021

Los Angeles County and Other California Jurisdictions Walk Back Face Mask Orders Littler ASAP July 19, 2021

**4 Things Employers Should Know About the Vaccination Gap** *In the News* 

July 16, 2021

Hybrid vs Office: Who Will Win the Remote Work War? In the News June 17, 2021

#### How a rise in remote employment may impact post-pandemic work life

*In the News* June 3, 2021

Managers, buckle up. Your job will be harder than ever as we return to the office In the News May 24, 2021

**CDC's new mask guidance adds wrinkles to employers' vaccine strategies** *In the News* May 24, 2021

#### Why Employers Are Struggling with Their Return to Work Plans

*In the News* May 21, 2021

New York Adopts CDC Guidance For Fully Vaccinated Individuals, But Questions Remain Littler ASAP



May 20, 2021

#### Most employers are eyeing 'hybrid model' for return to work amid pandemic - Littler survey

In the News May 18, 2021

#### **Employers Lean Toward Hybrid, In-Person Work Plans**

*In the News* May 18, 2021

The return to work: Employers and employees face off Employee Benefit News May 14, 2021

# Game-Changer: The CDC Lifts COVID-19 Masking and Distancing Restrictions for Fully Vaccinated Individuals

Littler ASAP May 13, 2021

#### The Littler Annual Employer Survey 2021

*Littler Report* May 12, 2021

#### Littler Survey: Employees Want Remote and Hybrid Work More Than Employers Do

Press Release May 12, 2021

#### When Should Employers Consider Lifting Mask Mandates?

*In the News* April 22, 2021

#### Littler Lightbulb: A Dose of Paid Time Off for COVID-19 Vaccinations

*Littler ASAP* April 16, 2021

#### The Littler COVID-19 Vaccine Employer Survey Report

*Littler Report* February 9, 2021

## Most Employers Unlikely To Mandate COVID-19 Vaccination, Littler Survey Finds; Employee Relations Concerns Abound

Press Release



February 9, 2021

#### Most employers will continue remote work despite COVID vaccine: Littler

*In the News* February 9, 2021

#### Vaccine Rollout Brings Legal, Labor Concerns for Employers

*In the News* February 1, 2021

#### **EEOC Issues Guidance on COVID-19 Vaccination Policies**

*Littler ASAP* December 17, 2020

#### Reopening and COVID-19: Risks of Moving Too Fast

External Publication November 10, 2020

#### 3 steps to prevent discrimination complaints

*In the News* September 28, 2020

#### Littler and ComplianceHR Launch Employee Screening Solution as Workplaces Reopen

Press Release July 7, 2020

#### A Return to Work Roadmap for New York Employers

*Littler ASAP* May 21, 2020

#### Do Your Employees Need to Wear Face Masks?

*In the News* May 5, 2020

#### Masks And Face Coverings: What Employers Need To Know

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#### Littler Adds Shareholder Devjani Mishra to New York Office

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