



## Alka Ramchandani-Raj

Shareholder

Co-Chair, Workplace Safety & Health (OSHA/  
MSHA) Practice Group

Treat Towers

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## Focus Areas

Workplace Safety and Health (OSHA & MSHA)

Robotics, Artificial Intelligence (AI) and Automation

Whistleblowing and Retaliation

Hiring, Performance Management and Termination

Workplace Policy Institute

## Overview

As an experienced employment lawyer with a concentration in Federal and State Occupational Safety and Health law, Alka Ramchandani-Raj assists employers with a wide range of complex situations with the workforce. Alka has extensive experience handling communicable disease inquiries for clients and she assisted with developing and leading Littler's COVID-19 task force including developing the strategy behind responding to inquiries and developing products for clients including safety and health and employment policies, return to work plans, and programs for compliance.

Focusing on workplace safety and health, Alka assists employers with pre-injury/illness preventative practices, including site inspections and policy development. Alka also assists employers who have experienced workplace injuries and accidents or are subject to a Federal or state OSHA inspection. She has experience managing catastrophic workplace accidents or fatalities. Alka is an experienced litigator and regularly represents employers in Occupational Safety and Health appeals, settlement conferences, and hearings. She also has broad experience assisting employers with workplace violence issues including obtaining temporary and permanent restraining orders to ensure the workplace is safe for employees. Alka also regularly attends advisory committee meetings as part of Littler's Workplace Policy Institute and submits comments to proposed regulations. She is a core member of the firm's Occupational Safety and Health and Workplace Violence practice groups, and a leading member of Littler's OSHA Woman's Group.

She also has extensive experience with general employment advice and counsel and litigation matters relating to terminations, retaliation, whistleblowers complaints, discrimination, harassment, ADA accessibility and state agency complaint defense.

Alka is a popular speaker on OSHA and employment related legal issues and she regularly provides training sessions for clients and professional organizations on various topics, including:

- Federal and California Occupational Safety and Health compliance and training
- Managing performance in the workforce
- California Leave and Wage and hour compliance
- Harassment prevention
- Workplace investigations
- Workplace Violence Prevention
- COVID-19 compliance and pandemic preparation

Alka is co-chair of the Workplace Safety & Health (OSHA/MSHA) Practice Group. She is also a member of the firm's Robotic, Artificial Intelligence and Automation practice group, which is focused on providing representation and compliance assistance to employers in the robotic industry and employers integrating automation, AI, telepresence and robotics into their workplace.

## Professional and Community Affiliations

- Member, Labor and Employment Section, State Bar of California
- Member, Labor and Employment Section, OSHA Section, American Bar Association
- Member, Narika Women's Empowerment Group, May 2012 - November 2015
- Lecturer of Law, University of California, Berkeley Law, August 2011 - June 2016

## Recognition

- Named, Rising Star, *Super Lawyers*, 2019
- Named, Inaugural Hot List, *Lawyers of Color*, 2013

## Education

J.D., John Marshall Law School, 2008

B.A., University of California, Santa Barbara

## Bar Admissions

California

## Courts

U.S. Court of Appeals, 9th Circuit  
U.S. District Court, Northern District of California  
U.S. District Court, Eastern District of California  
U.S. District Court, Central District of California

## Languages

Hindi  
Sindhi

## Publications & Press

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

*Littler Insight*

November 19, 2021

### **DOL Vax-Or-Test Rule's Ascension To High Court 'Inevitable'**

*Law360 Employment Authority*

November 15, 2021

### **Fifth Circuit Enjoins OSHA from Enforcing Mandatory Vaccination or Test Emergency Regulations**

*Littler ASAP*

November 13, 2021

### **Vaccine rule highlights workplace safety lawyers' COVID-19 era rise**

*Reuters*

November 12, 2021

### **Morning Edition: Biden's vaccine rules for 100 million workers are here. These are the details**

*NPR*

November 5, 2021

### **General Counsel Should 'Keep Moving Forward' on Vaccine Mandate Compliance**

*Corporate Counsel*

November 5, 2021

### **Hospitality Employers and the new OSHA ETS**

*Littler Podcast*

November 5, 2021

**Federal OSHA Issues Long-Awaited “Vaccine or Test” Emergency Regulations**

*Littler Insight*

November 4, 2021

**Two New California Laws Make Significant Changes to Employer Safety and Health Obligations**

*Littler Insight*

October 18, 2021

**Guide to Federal Contractor Obligations under Recent COVID-19 Executive Orders**

*Littler Insight*

September 30, 2021

**The Safer Federal Workforce Task Force Publishes its Federal Contractor and Subcontractor Guidance**

*Littler Insight*

September 24, 2021

**OSHA Announces Increased Focus on Heat-Related Hazards**

*Littler Insight*

September 21, 2021

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

*Littler Insight*

September 21, 2021

**President Biden’s COVID-19 Action Plan—What Employers Want to Know**

*Littler Insight*

September 14, 2021

**California Employers May Need to Adjust Policies During COVID-19 Resurgence**

*SHRM Online*

August 27, 2021

**OSHA Publishes Updated COVID-19 Guidance in Light of Rising Delta Variant Cases**

*Littler Insight*

August 17, 2021

**California and Washington Issue Vaccine Mandates — Frontrunners in What Appears to Be a Growing Trend**

*Littler Insight*

August 12, 2021

**Mask Up: Bay Area Counties Urge Vaccinations and Mandate Face Coverings Indoors**

*Littler ASAP*

August 3, 2021

**Rollback: California Follows CDC Guidelines and Recommends Masking in Public Indoor Settings**

*Littler ASAP*

July 29, 2021

**Refresh! The CDC Revisits COVID-19 Restrictions for Fully Vaccinated Individuals**

*Littler Insight*

July 28, 2021

**CDC reverses course on masks for fully vaccinated, puts employers on the spot**

*The Business Journals*

July 27, 2021

**As Delta variant rages, here's what businesses need to know about Covid-19 workplace safety requirements**

*Los Angeles Business Journal*

July 21, 2021

**Los Angeles County and Other California Jurisdictions Walk Back Face Mask Orders**

*Littler ASAP*

July 19, 2021

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

*Littler ASAP*

June 17, 2021

**California Weighs Dropping Mask Rule for Most Vaccinated Workers**

*Bloomberg Law*

June 16, 2021

**Cal/OSHA Releases Latest Revised Proposal for Re-adoption of COVID-19 Emergency Temporary Standards**

*Littler ASAP*

June 14, 2021

**Inaugural Report of Littler's Global Workplace Transformation Initiative**

*Littler Report*

March 30, 2021

**Asian Americans Face Violence, Workplace Discrimination**

*SHRM Online*

March 22, 2021

**Cal/OSHA Publishes Updated FAQs on COVID-19 Emergency Temporary Standard**

*Littler ASAP*

January 11, 2021

**Littler Adds Cal/OSHA Attorney Eric Compere To Its Leading Workplace Safety & Health Practice**

*Littler Press Release*

January 5, 2021

**Littler Announces New Shareholders and Principals Elevating 26 Attorneys**

*Littler Press Release*

January 4, 2021

**Cal/OSHA Standards Board Holds Stakeholders Meeting on COVID-19 ETS**

*Littler Insight*

December 21, 2020

**California Health Department and Governor Issue Guidance and Executive Order Shortening Quarantine Requirements under Cal/OSHA Emergency Temporary Standard**

*Littler ASAP*

December 15, 2020

**Employers Focused on Extended Remote Work and Employee Well-Being**

*World at Work*

November 24, 2020

**Why employers are focusing on remote work, the election**

*Human Resource Executive*

November 24, 2020

**California Standards Board Passes Sweeping Cal/OSHA Emergency COVID-19 Prevention Regulation**

*Littler Insight*

November 20, 2020

**The Littler Employer Pulse Survey Report**

*Littler Report*

November 18, 2020

**Employers Focused on Extended Remote Work, Impact of Presidential Election, Littler Survey Finds**

*Littler Press Release*

November 18, 2020

**Governor Newsom Signs Law Requiring California Hospitals to Stockpile PPE**

*Littler ASAP*

October 2, 2020

**California Employers Will Soon Have New COVID-19 Reporting Obligations**

*SHRM Online*

September 30, 2020

**Maintain your Distance: Solving COVID-19 Safety Issues Through Automation**

*Littler Podcast*

September 28, 2020

**Working from work**

*Vox (podcast)*

September 23, 2020

**Calif.'s New Virus Laws Will Keep Employers On Their Toes**

*Daily Journal*

September 21, 2020

**California AB 685 Imposes New Notice and Reporting Obligations for COVID-19 Workplace Exposure**

*Littler Insight*

September 18, 2020

**COVID-19 May Hinder Business Travel Long After Cos. Reopen**

*Law360*

July 31, 2020

**California Department of Public Health Issues COVID-19 Employer Playbook for a Safe Reopening**

*Littler Insight*

July 31, 2020

**State Quarantine Mandates Complicate Business Travel**

*SHRM Online*

July 20, 2020

**How Should Multistate Employers Approach Workplace Mask Policies?**

*SHRM Online*

July 1, 2020

**Three Steps To Safely And Legally Reopen Stores'**

*Retail Touchpoints*

June 22, 2020

**Cal/OSHA Issues Emergency Temporary Guidance Regarding Medical Surveillance Examinations amid Potential Exposure to COVID-19**

*Littler ASAP*

June 17, 2020

**The Return of Dine-In Restaurants: What Restaurateurs Must Know Before Reopening in California amid COVID-19**

*Littler ASAP*

June 12, 2020

**Cal/OSHA Issues Hazard Alert to Healthcare Facilities Regarding the Availability of COVID-19 PPE**

*Littler ASAP*

June 10, 2020

**What's on Employers' Minds About Returning to Work?**

*Industry Week*

June 8, 2020

**Safety, Remote Work and Liability Top Employers' Reopening Concerns, Survey Shows**

*XpertHR*

June 8, 2020

**When should employees come back to work?**

*Canadian HR Reporter*

June 3, 2020

**In-House Counsel Concerned Over Liabilities Associated With COVID-19**

*Corporate Counsel*

June 2, 2020

**The Littler COVID-19 Return to Work Survey Report**

*Littler Report*

June 2, 2020



**Safety, Remote Work Accommodations and Liability Lead List of Concerns as Companies Reopen Workplaces Amid COVID-19, Littler Survey Finds**

*Littler Press Release*

June 2, 2020

**California Executive Order Extends Certain Cal/OSHA Deadlines for Issuing and Appealing Citations**

*Littler ASAP*

June 1, 2020

**No More Home Haircuts – Cal/OSHA Updates Reopening Requirements for Barbershops and Hair Salons**

*Littler ASAP*

May 29, 2020

**CAL/OSHA Issues Guidance on Recording and Reporting Requirements for COVID-19 Cases**

*Littler ASAP*

May 29, 2020

**The Next Normal: A Littler Interview with Dr. John Howard, Director of the National Institute for Occupational Safety and Health**

*Littler Insight*

May 12, 2020

**Cal/OSHA Updates COVID-19 Infection Prevention Guidelines for Certain Essential Businesses**

*Littler Insight*

May 8, 2020

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

*SHRM Online*

May 5, 2020

**How managers can master remote work's steep, sudden learning curve**

*HR Dive*

April 28, 2020

**Leave, Layoffs Atop Employers' Minds As COVID-19 Persists**

*Law360*

April 27, 2020

**The Next Normal: A Littler Insight on Returning to Work – Safety and Health**

*Littler Insight*

April 22, 2020

**COVID-19 Safety Standards for Food Sector Workers: Cal/OSHA and Governor Newsom Weigh In**

*Littler ASAP*

April 21, 2020

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

*Law360*

April 21, 2020

**Top Employer Concerns Amid COVID-19 Pandemic**

*Industry Today*

April 21, 2020

**Masks and Face Coverings: What Employers Need to Know**

*Littler Insight*

April 13, 2020

**New CDC Guidance Says Essential Employees Can Continue Working After Coronavirus Exposure**

*SHRM Online*

April 10, 2020

**Los Angeles Joins the Trend, as States and Localities Adopt Face Covering Requirements**

*Littler ASAP*

April 9, 2020

**Cal/OSHA Issues Guidance for Agricultural Employers on COVID-19 Infection Prevention**

*Littler ASAP*

April 9, 2020

**Challenges in Returning Employees Back to Work After COVID-19**

*Littler Podcast*

April 7, 2020

**These are employers' top coronavirus-related concerns**

*Human Resource Executive*

April 3, 2020

**Workers' Leave, Sick Pay Among Top Employer Concerns in Age of COVID-19**

*Corporate Counsel*

April 2, 2020

**Survey Reveals Top Employer Concerns During COVID-19**

*Industry Week*

March 31, 2020

**Littler COVID-19 Flash Survey Report**

*Littler Report*

March 30, 2020

**How the coronavirus pandemic is reshaping workplace laws**

*New York Post*

March 30, 2020

**Littler COVID-19 Survey Reveals Top Employer Concerns and Workplace Implications**

*Littler Press Release*

March 30, 2020

**Walmart is taking workers' temperatures, and your boss could too — what the coronavirus pandemic means for workplace laws**

*Market Watch*

March 27, 2020

**"Shelter in Place" Orders from 7 Bay Area Counties: What Does this Mean for Employers?**

*Littler ASAP*

March 17, 2020

**Coronavirus Raises Labor Law Concerns for Senior Housing, Other Employers**

*Senior Housing News*

March 15, 2020

**'All Hands on Deck' for Labor and Employment Firms Facing Flood of Employer Questions**

*Daily Report*

March 13, 2020

**Coronavirus and Racism: Take Precautions to Fight Discrimination**

*SHRM Online*

March 11, 2020

**Your Coronavirus Workplace Questions Answered**

*CNN Business*

March 10, 2020

**When May Employers Require Workers to Self-Quarantine?**

*SHRM Online*

March 5, 2020

**Coronavirus and the Workplace: What If the Boss Says to Stay Home?**

*Chicago Tribune*

March 2, 2020

**Working From Home: How Coronavirus Could Affect the Workplace**

*The New York Times*

March 1, 2020

**How to Handle Sickness and COVID-19 Paranoia at Work**

*CTV News*

February 27, 2020

**Coronavirus: Employer Action Items; #####**

*Littler Insight*

February 18, 2020

**Flu season. Coronavirus. How managers can handle sickness and paranoia at the office**

*CNN Business*

February 11, 2020

**HR Works: Coronavirus Compliance and Safety Concerns in the Workplace**

*HR Daily Advisor*

February 6, 2020

**Coronavirus: Employer Action Items**

*Littler Insight*

January 29, 2020

**Are You Prepared? FAQs on Cal/OSHA's Emergency Wildfire Smoke Protection Regulation**

*Littler Insight*

September 26, 2019

**California just became the first state to set safety regulation for workers exposed to wildfire smoke**

*Desert Sun*

July 18, 2019

**Next Generation Robotics and Workplace Health and Safety – How Businesses Safely Adopt Through Assessment and Prevention of Related Hazards**

*Littler Podcast*

July 18, 2019

**CAL/OSHA Proposes Emergency Regulation on Protection from Wildfire Smoke**

*Littler ASAP*

April 25, 2019

**Safety First! A Review of Pending California OSHA Bills and Regulations**

*Littler Podcast*

March 28, 2019

**California Closer to Mandating Indoor Heat Exposure Limits**

*Bloomberg Law*

February 1, 2019

**Cal/OSHA Emergency Regulation on Injury and Illness Recording and Recordkeeping Will Require Certain Employer Action by December 31, 2018**

*Littler ASAP*

October 31, 2018

**Littler Adds Alka Ramchandani-Raj in Walnut Creek**

*Littler Press Release*

May 16, 2018

**OSHA in 2015: What to Expect in Enforcement, Regulation and California**

*Bloomberg BNA Occupational Safety & Health Reporter*

January 1, 2015

## **Speaking Engagements**

**The COVID Vaccine ETS - What You Need to Know About the New Standard**

November 11, 2021

**Clearing the Way to Compliance: Hindsight Is So 2020**

October 7, 2021

**The Biden Labor Agenda: What Lies Ahead**

September 16, 2021

**Revised COVID-19 Regulations - Why Can't They Get it Straight!**

June 25, 2021

**Tips for Employers on How to Comply With California's Sweeping Emergency COVID-19 Regulation**

December 3, 2020

**2020 Virtual California Employer**

November 19, 2020

**COVID-19 Strategies for APAC-Based Companies with Employees in North America**

March 26, 2020

**COVID-19: Common Employer Questions Asked and Answered!**

March 13, 2020

**This is 2020 - New Regulations to Brighten Up the New Year**

February 12, 2020

**Walnut Creek Breakfast Briefing**

Walnut Creek, CA

February 5, 2020

**The Coronavirus: How Employers Can Manage the Outbreak**

February 4, 2020

**Transformation of California's Independent Contractor Laws**

San Francisco, CA

December 3, 2019

**2019 California Wildfires: What Employers Need to Know Before the Dry Season**

August 12, 2019

**Workplace Violence**

Labor and Employment Webinar Series – Littler Mendelson and BB&T

April 9, 2019

**What to Do When Cal/OSHA Comes Knocking**

March 28, 2019

**California OSHA Recordkeeping Training - Century City**

Los Angeles, CA

February 27, 2019

**Workplace Violence and the Active Shooter | Steps to Prepare for and Handle Difficult Safety Situations in the Workplace**

February 20, 2019

**California OSHA Hot Topics 2019: Regulatory Changes and Compliance Strategies for the New Year**

November 13, 2018

**What OSHA's Musculoskeletal Injury Prevention Program Regulations Mean for Hospitality Industry Employers**

September 14, 2018