



## David A. Dixon

Littler onDemand Counsel

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## Focus Areas

Littler onDemand

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Wage and Hour

## 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 20 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 was active in the Kern County Society for Human Resource Management (SHRM) and the Kern County Bar Association, holding numerous leadership positions in both.

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 70 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

- Member, Society for Human Resource Management, 2002-present
- President, The Pioneer Association, 2015-2019
- Legislative Director, Northern Colorado Human Resource Association, 2011-2015
- Member, American Bar Association, Labor & Employment Law Section , 1999-2014
- Eastern District Lawyer Representative, Ninth Circuit Judicial Conference, 2008-2010
- Board of Directors, San Joaquin Valley Chapter Federal Bar Association, 2007-2010
- Member, Greater Bakersfield Chamber of Commerce, Labor & Employment Committee, 2003-2007
- Member, Sacramento Area Human Resources Association, Legal & Legislative Group, 2002-2005

## 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 California  
U.S. District Court, Eastern District of Wisconsin

## Publications & Press

### **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**

**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**

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**

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**

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

2007

**Books & Book Chapters**

- 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