

## Melissa K. Peters

Shareholder

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## Focus Areas

Occupational Safety and Health  
Workplace Violence Prevention

## Overview

Melissa K. Peters is a core member of firm's Occupational Safety and Health Practice Group, and her practice focuses on matters involving occupational safety and health across all industry sectors. She assists employers in Federal OSHA and State OSH Plan jurisdictions on a range of regulatory compliance issues and has extensive experience handling fatality, accident, and complaint investigations. Melissa supports clients in all aspects of litigation against OSHA, from citation contest to enforcement proceedings.

Previously, Melissa worked as an attorney for the California Department of Industrial Relations' Division of Occupational Safety and Health (Cal/OSHA). During her time at Cal/OSHA, she represented the Division in administrative appeal hearings and third-party litigation arising from occupational fatalities and regularly advised on enforcement issues including facility closures, orders prohibiting use and search warrants. Melissa concentrated on cases involving alleged violations of bloodborne pathogens, heat illness, and workplace violence standards and worked closely with Cal/OSHA's Enforcement, High Hazard, Research and Standards and Labor Enforcement Task Force (LETF) units.

Melissa represents clients in various industries including energy, manufacturing, logistics and production and processing. She also serves as counsel for various trade associations and coalitions in the construction industry. In addition to her litigation practice, Melissa provides strategic advice and compliance assistance to employers including:

- Auditing, developing, and implementing safety programs and protocols
- Providing safety and health compliance counseling
- Representing industry stakeholders in all aspects of OSHA rulemaking at the federal level

Melissa's experience-based understanding of how OSHA operates combined with her knowledge of current issues in the safety and health arena allows her to provide focused counsel to employers of all sizes.

## Education

J.D., Fordham University School of Law, 2004

B.A., Syracuse University, 2000

## Bar Admissions

California

Montana

## Publications & Press

### **WPI Labor Day Report 2023**

*Little's WPI Report*

September 5, 2023

### **Little's Workplace Policy Institute Releases 2023 Labor Day Report**

*Little's Press Release*

September 5, 2023

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

*Little's ASAP*

February 6, 2023

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

*Little's ASAP*

January 6, 2023

### **Decline in number of inspectors hampers OSHA operations**

*Business Insurance*

December 21, 2022

### **California Changes "Close Contact" Definition Under Cal/OSHA COVID Emergency Standard and Issues Revised Proposal for Non-Emergency Standard**

*Little's Insight*

October 18, 2022

**Employers left without guidance as COVID protocols wane**

*Business Insurance*

October 4, 2022

**Dear Littler: Do we need to do anything different for Monkeypox?**

*Dear Littler*

September 22, 2022

**California Issues Monkeypox Guidance for Employers**

*SHRM Online*

September 21, 2022

**Cal/OSHA Public Hearing on Proposed Non-Emergency Two-Year COVID-19 Standard Highlights Multiple Conflicting Concerns**

*Littler ASAP*

September 16, 2022

**California Issues Monkeypox Guidance for Employers**

*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

**Federal OSHA Withdraws its Vaccine-or-Test ETS: What’s Next?**

*Littler ASAP*

January 26, 2022

**Littler Elevates 33 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2022

**Biden Shot-or-Test Mandate Collides with Faith-Based Objections**

*Bloomberg Law*

November 16, 2021

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

*Littleter Insight*

September 21, 2021

**Keeping Workers Safe as the COVID-19 Delta Variant Continues to Spread**

*SHRM Online*

July 27, 2021

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

*Littleter ASAP*

June 14, 2021

**In a Special Meeting, Cal/OSHA Withdraws Revised Proposal to Re-adopt COVID-19 Emergency Temporary Standards**

*Littleter ASAP*

June 10, 2021

**Cal/OSHA Standards Board Continues Board Meeting to June 3, 2021 to Address Proposed Revisions to COVID-19 ETS**

*Littleter ASAP*

May 24, 2021

**Beyond COVID-19: Washington SB 5115 Expands Workers' Compensation Liability and Notice Requirements for Infectious Diseases**

*Littleter ASAP*

May 21, 2021

**Cal/OSHA Issues Guidance on Fully Vaccinated Employees**

*SHRM Online*

May 18, 2021

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

*Littleter ASAP*

May 13, 2021

**California Employers Must Follow Strict Rules on Masks in Workplaces**

*SHRM Online*

May 11, 2021

**Cal/OSHA Issues Long-Awaited Guidance on Fully Vaccinated Employees**

*Littleter ASAP*

May 7, 2021

**Preparing California Workers to Return to the Worksite**

*SHRM Online*

April 9, 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

**California's COVID-19 Workplace Standards Require Strict Protocols**

*SHRM Online*

January 8, 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

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

*Littler Insight*

November 20, 2020

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

*Littler Press Release*

November 18, 2020

**The Littler Employer Pulse Survey Report**

*Littler Report*

November 18, 2020

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

*Little ASAP*

October 2, 2020

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

*SHRM Online*

September 30, 2020

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

*Little Insight*

September 18, 2020

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

*Little Insight*

July 31, 2020

**Top safety protocol for workplaces in pandemic isn't risk-free**

*Business Insurance*

June 10, 2020

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

*Industry Week*

June 8, 2020

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

*Little Report*

June 2, 2020

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

*Little Press Release*

June 2, 2020

**OSHA Issues Updated COVID-19 Interim Enforcement Response Plan**

*Little Insight*

May 22, 2020

**COVID-19 Patchwork Awaits Employers Seeking To Reopen**

*Law360*

May 15, 2020

**New York Bar Advises That Firms Be Cautious About Reopening**

*Bloomberg Law*

May 13, 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

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

*Law360*

April 27, 2020

**Going Back to Work: Tips on What Your Boss Can – and Can't – Make You Do**

*The Wall Street Journal*

April 24, 2020

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

*Littler Insight*

April 22, 2020

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

*Industry Today*

April 21, 2020

**Virus-Stricken Workers Face High Hurdles When Suing Employers**

*Bloomberg Law*

April 21, 2020

**OSHA Issues COVID-19 Interim Enforcement Response Plan**

*Littler ASAP*

April 14, 2020

**Keeping Up with Professional Development During the Pandemic**

*SHRM Online*

April 13, 2020

**Hazard Pay Plans Poised to Outlast Virus With Bipartisan Push**

*Bloomberg*

April 13, 2020

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

*Little ASAP*

April 9, 2020

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

*Little Podcast*

April 7, 2020

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

*Industry Week*

March 31, 2020

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

*Little Press Release*

March 30, 2020

**Little COVID-19 Flash Survey Report**

*Little Report*

March 30, 2020

**Coronavirus (COVID-19) Employer FAQs**

*Little Insight*

March 24, 2020

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

*Senior Housing News*

March 15, 2020

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

*SHRM Online*

March 11, 2020

**Businesses Step Up Cleaning to Keep New Coronavirus at Bay**

*Marketplace*

March 6, 2020

**Coronavirus (COVID-19) Guidance for Business Preparedness**

*Little Insight*

March 4, 2020



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

*Little Insight*

February 18, 2020

**Coronavirus: Employer Action Items**

*Little Insight*

January 29, 2020

**Little Strengthens Workplace Safety & Health Practice with Addition of Melissa Peters**

*Little Press Release*

May 1, 2019

## **Speaking Engagements**

**Cal/OSHA's Permanent COVID-19 Standard: What Employers Should Know About California's Next Phase in COVID-19 Compliance**

February 28, 2023

**"I'll Take Safety and Health for \$500!" Critical Safety and Health Questions Answered for the Post-Pandemic World – So YOUR Organization Does Not End Up in JEOPARDY!**

Little Executive Employer Conference

May 5, 2022

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

German American Chamber of Commerce

May 4, 2021

**Return to Work, Leaves of Absences and Vaccinations - The COVID-19 Impact on Working Women**

April 15, 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

**Cal/OSHA COVID-19 Emergency Temporary Standard**

Northstate SHRM

February 18, 2021

**COVID-19 Workplace Safety and Health**

Workplace Policy Institute: International Franchise Association Convention

February 17, 2021

**How To Implement a Legally Compliant Workplace COVID-19 Testing Program While Waiting for the Vaccine To Arrive**  
February 16, 2021

**Tips for Employers on How to Comply With California's Sweeping Emergency COVID-19 Regulation**  
December 3, 2020

**The COVID-19 Testing Conundrum: What Employers Need to Know to Develop an Effective and Lawful Testing Program**  
October 7, 2020

**Are We There Yet? Understanding the Return to Work Challenge Posed by COVID-19 - Second Session**  
September 1, 2020

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

**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

**What To Expect After the Pandemic Subsides**  
ASHHRA Webinar  
May 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

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

February 4, 2020