



Melissa K. Peters

Shareholder

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Focus Areas

Occupational Safety and Health
Workplace Violence Prevention and Crisis Response

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

Cal/OSHA Completes Fast-Track Adoption of Emergency Silica Standard Aimed at Engineered Stone Industry

Little Insight

January 4, 2024

Little's Workplace Policy Institute Releases 2023 Labor Day Report

Little Press Release

September 5, 2023

WPI Labor Day Report 2023

Little WPI Report

September 5, 2023

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

Little ASAP

February 6, 2023

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

Little 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

Littler 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

California Issues Monkeypox Guidance for Employers

Littler ASAP

September 16, 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

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

Littler 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

Littler ASAP

June 14, 2021

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

Littler ASAP

June 10, 2021

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

Littler ASAP

May 24, 2021

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

Littler 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

Littler 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

Littler 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

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

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

Littler Insight

September 18, 2020

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

Littler 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

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

OSHA Issues Updated COVID-19 Interim Enforcement Response Plan

Littler 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

Littler ASAP

April 9, 2020

Challenges in Returning Employees Back to Work After COVID-19

Littler Podcast

April 7, 2020

Survey Reveals Top Employer Concerns During COVID-19

Industry Week

March 31, 2020

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

Littler Press Release

March 30, 2020

Littler COVID-19 Flash Survey Report

Littler Report

March 30, 2020

Coronavirus (COVID-19) Employer FAQs

Littler 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