



Sarah M. Martin

Associate

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Focus Areas

Legislative and Regulatory Practice
Wage and Hour
Employee Benefits
Workplace Safety and Health (OSHA & MSHA)
Workplace Policy Institute

Overview

Sarah M. Martin focuses her practice on labor and employment law matters.

Sarah regularly provides advice and counsel to Virginia employers on wage and hour matters, including obligations under and compliance with the recently enacted Virginia Overtime Wage Act as well as the federal Fair Labor Standards Act.

Sarah counsels and represents employers with respect to multiemployer pension plan obligations under the federal Employee Retirement Income Security Act (ERISA). Sarah helps businesses understand withdrawal liability estimates and assessments, and represents businesses through any necessary requests for review, arbitration, and any settlement negotiations.

In addition, as a member of the Workplace Safety and Health Practice Group, Sarah regularly advises clients on matters involving Federal OSHA and OSHA-approved State Plans, including representing clients in whistleblower investigations and appeals arising from safety and health citations, reviewing client safety and health programs, and advising clients regarding compliance with safety and health standards.

Prior to joining Littler, Sarah worked on a variety of labor policy issues, first as a congressional staffer and then at the Department of Labor. In these roles, she focused on emerging policy issues, including those facing private pension plans,

enforcement of wage and hour and government contract laws, and compliance with new legal requirements put in place to address the workplace impacts of COVID-19.

Recognition

- Member, *Federalist Society*, 2014-present

Education

J.D., Notre Dame Law School, 2017

B.A., University of California, Irvine, 2013

Bar Admissions

Virginia

Publications & Press

D.C. Circuit Holds Withdrawal Liability Interest Rate Must Reflect Plan's Investment Policy

Littler ASAP

July 22, 2022

PBGC Institutes Major Changes in its Special Financial Assistance Final Rule

Littler ASAP

July 7, 2022

Congress Considers Banning Discretionary Clauses in ERISA Plans

Littler ASAP

May 19, 2022

Virginia Realigns Overtime Requirement with Federal FLSA

Littler ASAP

April 14, 2022

Second Circuit Finds No Successor Liability for ERISA Withdrawal Where Employer Did Not Acquire Unionized Facility or Employees

Littler Insight

February 8, 2022

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

Littler ASAP

January 26, 2022

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

Littler Insight

November 4, 2021

OSHA Announces Increased Focus on Heat-Related Hazards

Littler Insight

September 21, 2021

Virginia OSHA Issues Third Iteration of Emergency

SHRM Online

September 17, 2021

Virginia OSHA Issues Third Iteration of its Emergency COVID-19 Regulation

Littler ASAP

September 16, 2021

Oregon OSHA Issues Temporary Heat Standard

SHRM Online

July 19, 2021

Oregon OSHA Issues Temporary Heat Standard

Littler ASAP

July 12, 2021

PBGC Issues Interim Final Rule on the American Rescue Plan Act’s Special Financial Assistance Program

Littler Insight

July 9, 2021

Federal OSHA Issues Emergency Temporary Standard for Health Care

Littler ASAP

June 10, 2021

July is the New January: A Post-Pandemic Look at Emerging Labor and Employment Law Trends

Littler Insight

June 9, 2021

Fourth Circuit Finds Waiver of Appellate Review of Arbitration Enforceable

Littler ASAP

May 27, 2021

OSHA Prepares to Issue COVID-19 Emergency Regulations

Littler ASAP

April 28, 2021

President Biden to Nominate Douglas L. Parker, Chief of Cal/OSHA, to Lead Federal OSHA

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April 19, 2021

Recent Updates to CDC N95 Guidance: What Employers Need to Know

Littler ASAP

April 12, 2021

Virginia Continues Pro-Employee Push with New Overtime Wage Act

Littler Insight

April 2, 2021

Department of Labor Announces Non-Enforcement Policy and Intent to Revisit ESG, Proxy Rules

Littler ASAP

March 12, 2021

OSHA Proposes Changes to Align Hazard Communication Standard with GHS Revision 7

Littler ASAP

March 1, 2021

Speaking Engagements

The Revolution Continues! The Virginia Overtime Wage Act and the Commonwealth's Wage & Hour Transformation

Tysons Corner, VA

October 27, 2021

July is the New January: A Post-Pandemic Look at Emerging Labor and Employment Law Trends

August 10, 2021

What Employers Need to Know About the PBGC's Interim Final Rule About the Special Financial Assistance Program

July 19, 2021

Virginia Overtime Wage Act: The Next Step in the Commonwealth's Pro-Employee Push

June 24, 2021