Charles F. Trowbridge

Shareholder

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Practice Areas

Occupational Safety and Health
Discrimination and Harassment
Workers' Compensation
Leave and Accommodation
Whistleblowing, Compliance and Investigations

Overview

Chuck Trowbridge focuses his practice on occupational safety and health law. He possesses an in-depth understanding of the regulations that apply to safety and health in the workplace and works closely with employers to help them comply with these requirements. He also defends employers against OSHA enforcement actions. For an employer that is the target of an OSHA inspection, he offers representation from the start of the inspection through settlement or litigation.

In addition to his workplace safety and health practice, Chuck regularly advises clients on a wide-range of other employment law issues. As part of his practice, Chuck advises clients on:

- Occupational Safety and Health Act (OSHA)
- Title VII of the Civil Rights Act
- Americans with Disabilities Act (ADA)
- Family and Medical Leave Act (FMLA)
- Workers' compensation issues
- Wage garnishment issues
- Other federal, state, and local employment laws

Outside of the office, Chuck served as a mentor for first-year law students in the Washington, D.C. area while volunteering with the Leadership Council on Legal Diversity. He is also a member of Littler's "Fun Committee," where he plans and organizes

office events.

Prior to joining Littler, Chuck practiced at another law firm in Virginia where he represented employers in workers' compensation matters. While in law school, Chuck served as a peer advisor and as president of the Virginia Sports Law Society.

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025

Education

J.D., University of Virginia School of Law, 2011
B.A., Villanova University, 2007, *cum laude*

Bar Admissions

Virginia
District of Columbia
California
Pennsylvania

Publications & Press

Virginia Passes Heat Illness Legislation, Other States to Follow
SHRM
May 5, 2026

Virginia Advances Heat Illness Legislation While Other States Are Poised to Follow Suit
Littler ASAP
April 9, 2026

OSHA's Back! Next Steps for Employers
Littler ASAP
November 14, 2025

The Impact of a Federal Government Shutdown on OSHA
Littler ASAP
September 30, 2025

The Post-Hearing Comment Period on OSHA's Heat Rule Has Been Extended
Littler ASAP
September 17, 2025

OSHA Proposes Changes to Reporting and Recordkeeping Requirements
Littler ASAP
July 9, 2025

Attorneys Urge Careful Recordkeeping In Light Of Updated OSHA Guidance
Inside OSHA
May 23, 2025

OSHA Issues Updated Guidance on Site-Specific Targeting Inspections
Littler ASAP
May 22, 2025

Nevada OSHA to Begin Enforcing Heat Illness Prevention Regulation on April 29, 2025
Littler ASAP
April 25, 2025

Cal/OSHA Approves Final Respirable Crystalline Silica Regulation, While Other Potential Limits on Engineered Stone Remain Under Consideration
Littler ASAP
January 15, 2025

OSHA Announces New Higher Penalties for Violations in 2025
Littler ASAP
January 9, 2025

Littler Kicks Off New Year With the Elevation of 28 Attorneys to Shareholder
Press Release
January 3, 2025

Nevada Heat Illness Prevention Regulation Approved
Littler ASAP
December 2, 2024

OSHA Issues New Inspection Guidance Targeting Animal Slaughtering and Processing Establishments
Littler ASAP
October 24, 2024

The Global Guide Quarterly (Quarter 3, 2024)
Littler Global Guide Quarterly
October 23, 2024

OSHA Unveils Text of Unprecedented Federal Heat Standard
Littler ASAP
July 3, 2024

No April Foolin' – OSHA Updates its Worker Walkaround Representative Regulation
Littler ASAP
April 1, 2024

Cal/OSHA Completes Fast-Track Adoption of Emergency Silica Standard Aimed at Engineered Stone Industry
Littler ASAP
January 4, 2024

OSHA Launches Nationwide Program Focusing on Workplace Falls
Littler ASAP
May 8, 2023

OSHA Moves One Step Closer to Proposing a Rule Addressing Workplace Violence in the Healthcare and Social Assistance Industries
Littler ASAP
March 15, 2023

OSHA Withdraws Proposal to Revoke Arizona's State Plan
Littler ASAP
February 23, 2023

Virginia Rescinds COVID-19 Standard
SHRM Online
March 30, 2022

Virginia Rescinds its COVID-19 Standard
Littler ASAP
March 22, 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 ASAP
November 4, 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

Cal/OSHA Advances Revised Proposal to Readopt COVID-19 Emergency Temporary Standards
Littler ASAP
June 9, 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

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
Littler ASAP
April 19, 2021

OSHA Releases National Emphasis Program Protecting High-Risk Workers
Littler ASAP
March 15, 2021

OSHA Issues New COVID-19 Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace
Littler ASAP
February 9, 2021

Virginia Becomes the First State to Adopt a Permanent COVID-19 Standard
Littler ASAP
January 29, 2021

California Standards Board Passes Sweeping Cal/OSHA Emergency COVID-19 Prevention Regulation
Littler ASAP
November 20, 2020

Maryland Enters Stage Three of the "Maryland Strong: Road to Recovery" Plan
Littler ASAP
September 9, 2020

New Virginia Wage and Hour and Pregnancy Discrimination/Accommodation Laws Effective July 1, 2020 Significantly Expand Employees' Rights
Littler ASAP
July 6, 2020

Washington, D.C. and Maryland Expand Their Reopening Efforts
Littler ASAP
June 30, 2020

Virginia Begins Enforcement of New Workers' Compensation Law on July 1, 2020
Littler ASAP
June 26, 2020

Washington, D.C. Activates its Reopening Plan, While Maryland Permits Additional Activities Under its Roadmap to Recovery
Littler ASAP
June 3, 2020

Maryland Initiates its Reopening Plan While Washington, D.C. Extends its Stay-at-Home Order and Implements Face Covering Requirement
Littler ASAP
May 19, 2020

Virginia Enacts Work-Sharing Program
Littler ASAP
April 30, 2020

Virginia Increases its Minimum Wage to $12.00 per Hour by 2023
Littler ASAP
April 23, 2020

Virginia Enacts New Legislation Offering Additional Protection to Workers
Littler ASAP
April 16, 2020

Events & Speaking Engagements

Summer Is Coming: Get the Basics on Complying with State and Federal Heat Regulations
June 5, 2025

OSHA 101: Practical Inspection Guidance and Regulatory Updates
Tysons Corner, VA
September 11, 2024

What Unionized and Non-Unionized Employers Need to Know About OSHA's Worker Walkaround Rule
April 16, 2024

Much Ado about OSHA
Littler Executive Employer Conference, Phoenix, AZ
May 11, 2023

OSHA's 2023 Regulatory Agenda Update
April 26, 2023

Virginia Fall Employment Law Mini Series: Masks, Mandates, Vax? Oh My! – Navigating Workplace Safety
Tysons Corner, VA
September 29, 2021

Employment Law Update: 2020 Employment Law Changes You Need to Plan For
Richmond SHRM
February 20, 2020