

Speaker: Kevin Brown

Topic: Overview of California Employment Law and Cal/OSHA COVID-19 Regulations

Program Description: In addition to providing an overview of California employment law, including meal period and rest breaks requirements, harassment/discrimination/retaliation laws, mandatory training, and independent contractors, Kevin will discuss the Cal/OSHA Emergency Temporary Standard and how it affects California employers.

Short Biography:

Kevin Brown is an attorney in the Los Angeles, Orange County, and San Diego offices of Snell & Wilmer. His practice focuses on representing companies of all sizes related to employment laws, Cal/OSHA issues, and commercial litigation. He routinely counsels employers and human resources professionals on compliance with state and federal employment laws, with a focus on best practices—particularly risk identification and mitigation. He also reviews and drafts policies, handbooks, non-disclosure agreements, employment agreements, and severance agreements. A dynamic presenter, Kevin has trained thousands of managers and employees on preventing harassment, discrimination, and retaliation in the workplace. He also conducts independent workplace investigations. In litigation, Kevin represents public and private employers in all aspects of employment litigation, including suits for wrongful termination, harassment, discrimination, retaliation, wage and hour class actions, PAGA actions, whistleblower claims, non-compete and trade secret theft, and disability accommodation. He has first-chair jury trial experience and has represented clients at numerous administrative hearings.

Kevin also defends employers protesting federal and state-issued Occupational Safety & Health Administration citations, and appeals administrative decisions to the OSHA Review Board and federal or state Courts of Appeal. Relatedly, Kevin has advised numerous employers in other OSHA and Cal/OSHA-related matters, including drafting and reviewing safety and compliance programs, COVID-19 Standard compliance, and best practices.