



Companies today face many legal challenges related to Occupational Safety and Health Administration (OSHA) regulations. Lathrop GPM’s corporate attorneys remain abreast of the evolving compliance standards, increased enforcement and penalties risks, and a growing number of whistleblower claims to lessen the responsibility on our clients.

Navigating the complex landscape of workplace safety regulations is a critical component of risk management for any business. Our Occupational Safety lawyers are dedicated to assisting employers in responding to and defending against Occupational Safety and Health Administration (OSHA) investigations and enforcement actions. Our team supports clients with compliance efforts, safety audits, and health program development, helping mitigate risk and protect the workforce. Whether guiding a client through an OSHA investigation or defending against whistleblower allegations, our goal is to achieve the best outcomes while maintaining a safe and legally compliant work environment.

Our attorneys also represent clients in complex safety litigation matters, defending against enforcement actions under federal and state-administered OSHA plans.

In addition, we offer strategic counseling services to help businesses stay ahead of evolving workplace safety laws. From assisting with the development of comprehensive safety programs to providing guidance on emerging regulations like heat illness prevention, our proactive approach helps reduce costs related to workplace injuries and compliance penalties.

Why Choose Us?

Comprehensive Experience Across Industries: We have a proven record of successfully guiding clients from construction to energy sectors through OSHA investigations and qui tam litigation. Our knowledge spans various industries, ensuring nuanced and effective representation tailored to each business’s unique safety and compliance challenges.

Responsive Crisis Management: We understand that workplace safety incidents require immediate attention. Our team is available when our clients experience traumatic loss and need additional crisis management. We provide legal support

Primary Contacts

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in the most critical moments and assist with rapid and strategic responses to OSHA investigations and safety issues.

Strategic Compliance and Risk Mitigation: Our preventive strategies help businesses develop integrated safety and health programs that meet and often exceed OSHA standards. This proactive approach can lead to significant cost savings, including reduced workers' compensation expenses and minimized regulatory risks.

Substantive Areas

We represent employers in all matters relating to OSHA defense, including:

Compliance Counseling: Advising on OSHA standards and regulations, assisting with the development of written safety and health programs, and assisting employers during OSHA compliance safety and health inspections.

Litigation and Defense: Defending clients against OSHA citations and enforcement actions in federal and state-administered OSHA plans.

Regulatory Representation: Representing employers before the Department of Labor, the Occupational Safety and Health Review Commission, and other federal and state agencies.

Safety Audits and Training: Performing compliance audits and conducting training for management on OSHA requirements and best practices.

Whistleblower Defense: Defending against whistleblower and retaliation claims and managing investigations with minimal business disruption.

Our Services Also Include:

- Training: Conducting safety training for supervisors including OSHA recordkeeping, safety rules and ergonomics
- Due diligence safety assessments during mergers and acquisitions
- Preparing written comments for agency rulemaking

Experience

- **Accidental Employee Fatality:** Successfully assisted a major cable company in an OSHA investigation of an accidental employee fatality, which concluded with no citation issued to the client.
- **Agency Rulemaking Representation:** Represent employers in agency rulemaking activities, including preparing written comments and testimony on behalf of employers and associations on a wide variety of standards.
- **Complex Litigation:** Managed a case for a construction materials company involving OSHA complaints, an EEOC investigation, and whistleblower claims, delivering strategic and cohesive representation.
- **Construction Site Incident:** Represented a client after a cave-in, providing guidance throughout the OSHA investigation to mitigate liability and ensure compliance.
- **Energy Sector Defense:** Defended an energy cooperative at trial in a high-stakes OSHA investigation following an explosion, with a pending verdict reflecting our aggressive defense strategy.

Related Areas of Focus

Services

[Employment Counseling & Personnel Management Advising](#)

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Sectors

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