

## Charles F. Trowbridge

Of Counsel

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### Focus Areas

Occupational Safety and Health  
Discrimination and Harassment  
Workers' Compensation  
Leaves of Absence and Disability Accommodation

### 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

## Publications & Press

### **OSHA Unveils Text of Unprecedented Federal Heat Standard**

*Littler Insight*

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 Insight*

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 Insight*

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 Insight*

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 Insight*

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 Insight*

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 Insight*

June 3, 2020

**Maryland Initiates its Reopening Plan While Washington, D.C. Extends its Stay-at-Home Order and Implements Face Covering Requirement**

*Littler Insight*

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 Insight*

April 16, 2020

## **Speaking Engagements**

**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