

Manesh K. Rath
Partner
Keller and Heckman LLP
Washington, DC
rath@khlaw.com
(202) 434-4182

Manesh Rath represents clients in a wide range of matters related to occupational safety and health law, litigation, wage and hour and class action litigation, and association law. He represents employers' interests in Occupational Safety and Health Administration (OSHA) rulemakings and represents employers in citations and investigations before federal OSHA and State Plan states across the country.



Mr. Rath is a co-author and editor of two authoritative books on occupational safety and health law. Manesh has served as the lead amicus counsel on several cases before the U.S. Supreme Court, including *Staub v. Proctor Hospital* and *Vance v. Ball State University*, and has testified before Congress on questions of occupational safety and health law.

Manesh has successfully defended employers nationwide in wage and hour and class action litigation. He also counsels and performs internal wage and hour audits for companies around the country. His practice also includes counseling employers and manufacturers under ADA accessibility guidelines and federal motor carrier safety regulations under the Department of Transportation. Manesh serves as general counsel and as OSHA or employment counsel to numerous trade and professional associations.

Manesh hosts Keller and Heckman's "[The OSHA 30/30](#)" podcast and webinar, a monthly program covering critical developing issues of occupation safety and health to a large community of safety and health professionals. For twelve years, he hosted *The Employment Law Aftermath with Manesh Rath*, a quarterly briefing for corporate in-house counsel.

Manesh has been quoted in or interviewed by publications such as *The Wall Street Journal*, *Bloomberg*, *Smart Money* magazine, *Entrepreneur Magazine*, on PBS's "Nightly Business Report," WAVY-TV, and C-SPAN.

Representative Matters

- Represented manufacturer in successful challenge of OSHA citation under the OSHA reporting rule
- Represented employers in construction, manufacturing, transportation, retail and distribution, in contesting OSHA citations in almost every OSHA region and state plan state nationwide
- Represented industries as lead amicus counsel before the U.S. Supreme Court in several landmark employment law cases
- Represented nationwide employer on co-employment doctrine before the Tenth Circuit, resulting in landmark decision in favor of employers
- First chair in state and federal jury trials in favorable jury verdicts

- Successful in dismissing claims against employers in state and federal claims at the initial motion to dismiss stage and in pretrial motions

Memberships

- Board of Advisors, National Federation of Independent Business (NFIB) Small Business Legal Center
- Special Expertise Panel for Occupational Safety and Health, Society for Human Resources (SHRM)
- Virginia Bar Association Young Lawyers Division Mentor Program for Hampton Roads (Co-Chair from 1996 to 1997)
- Board of Directors and General Counsel, Northern Virginia Society for Human Resource Management (2002 -2007)
- American Bar Association

Awards

- Smart CEO Magazine's Readers' Choice List of Legal Elite
- The Best Lawyers in America®, Employment and Labor Law, 2016-2021
- Super Lawyer, Employment and Labor, 2017-2020
- Client Choice Award for the District of Columbia in Labor, Employment, and Benefits, 2017
Lexology

Education

Virginia Polytechnic Institute and State University, B.S. 1991 Business Finance
College of William & Mary, J.D. 1995

Bar Admissions

- Commonwealth of Virginia
- District of Columbia
- U.S. District Court for the Eastern District of Virginia
- U.S. District Court for the District of Columbia
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Tenth Circuit
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Supreme Court