AUGUST 4, 2026 | FIRM NEWS

Former Division Counsel for Cal/OSHA, Kathryn Tanner, Joins Conn Maciel Carey LLP as Senior Counsel in the Firm's California Practice

Conn Maciel Carey LLP ("CMC"), a national boutique Labor and Employment and OSHA/MSHA Workplace Safety law firm, is pleased to announce that Kathryn Tanner has joined the firm as Senior Counsel in its California Practice. Kathryn, a seasoned Cal/OSHA litigator with nearly 20 years of experience, most recently served as Division Counsel with the California Division of Occupational Safety and Health (Cal/OSHA), where she managed a substantial docket of administrative appeals and Superior Court matters.

During her nearly decade-long tenure with Cal/OSHA, Kathryn handled every stage of litigation — from discovery and depositions to witness preparation, mediations, negotiated settlements, and hearings — and collaborated closely with enforcement staff across the state. She also drafted regulations with the Research and Standards Unit, authored detailed analyses of proposed legislation, and, in 2023, served as interim Assistant Chief Counsel, overseeing attorneys and supporting leadership within the Legal Unit.

Rachel L. Conn, Chair of the firm's California Practice, said, "Kathryn's background with Cal/OSHA makes her an invaluable addition to our California team. During her time at Cal/OSHA, I was always impressed with her substantive knowledge of the regulations and process. Having worked across from her on complex litigation and compliance issues, I know she will bring a practical, real-world approach that our clients can rely on. We are excited to have her join us in San Francisco."

Her litigation experience spans the full spectrum of Cal/OSHA enforcement, including matters involving lockout/tagout violations, foot protection in warehousing, scaffold safety, trenching and excavation, tree-trimming accidents, heat illness prevention, workplace violence in correctional institutions, machine guarding violations, and aerosol transmissible disease standard cases. Kathryn also advises employers on key compliance issues, such as California's indoor heat regulation, worker classification under the ABC test, and jurisdictional determinations.

Eric J. Conn, a Co-founding Partner of Conn Maciel Carey and Chair of the firm's national OSHA & Workplace Safety Practice, said, "Kathryn's exceptional depth of Cal/OSHA experience

inside the agency gives her rare insight into how enforcement decisions are made and how cases are developed, litigated, and resolved. She strengthens our ability to support employers navigating California's uniquely complex regulatory environment, and we are thrilled to welcome her to the team."

A skilled communicator and trainer, Kathryn has developed and delivered programs on topics including employee classification, interpretation of California's indoor and outdoor heat standards, and defenses to Cal/OSHA citations.

"In my work with Cal/OSHA, I often intersected with members of the CMC team and was consistently impressed by their preparation, professionalism, and thoughtful approach to the appeals process. I am excited to join a team that is both highly skilled and genuinely empathetic," said Kathryn. "I look forward to helping employers strengthen their internal training and safety programs and navigate the Cal/OSHA appeals process effectively."

Download a PDF of the full press release.