



Neil M. Alexander

Shareholder

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Focus Areas

Staffing, Independent Contractors and Contingent Workers
Leaves of Absence and Disability Accommodation
Litigation and Trials
Discrimination and Harassment
Unfair Competition and Trade Secrets

Overview

Neil M. Alexander is a shareholder at Littler Mendelson in the Phoenix office. Neil serves on the firm's Board of Directors and was previously co-chair of the Staffing, Independent Contractors and Contingent Workers Practice Group. He is a trial attorney who regularly defends companies against claims involving:

- Wrongful termination
- Unfair competition and trade secret violations
- Noncompetition agreements
- Whistleblower and retaliation
- Harassment and discrimination
- Title VII of the Civil Rights Act
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act

Neil regularly appears in state and federal courts in Arizona and Nevada and before the Equal Employment Opportunity Commission, the Department of Labor, the Arizona Civil Rights Division and the Nevada Equal Rights Commission. His clients include:

- National retailers

- Staffing firms
- Call centers
- Professional employer organizations
- Financial institutions
- Healthcare clients

Neil's practice includes counseling clients on employment risk management for employee workforce or individual employee decisions, workforce design and maximizing contingent worker options while ensuring compliance, contingent workforce co-employment exposures, compliance with the ADA and the FMLA, and other legal issues.

Neil also regularly contributes to articles in newspapers and magazines and authors publications for national trade association newsletters. He has been interviewed on national radio and is frequently quoted in national and regional publications.

He is a frequent keynote speaker for national and state trade associations, client internal events and client appreciation events regarding employment law updates, contingent workforce issues, and employment law compliance related topics.

Professional and Community Affiliations

- Member, Board of Directors, State Council, Arizona Society for Human Resources Management (SHRM)
- Member, Legislative Advisory Council, National Association of Professional Employer Organizations (NAPEO)
- Former President, Nevada Chapter, Federal Bar Association
- Former Board Chair, Maricopa Workforce Connections
- General Counsel, State Council, Arizona Society for Human Resources Management (SHRM)

Recognition

- Named, The Best Lawyers in America®, 2014-2023
- Named, Super Lawyer, Southwest, *Super Lawyers*, 2007-2008, 2015-2018
- Named, Arizona Business Leaders, *Arizona Business Magazine*, 2019
- Named, Top Attorneys in Arizona, *Phoenix Magazine*, 2017
- Named, Top Arizona Lawyer, *Arizona Business Magazine*, 2009-2010

Education

J.D., University of San Diego School of Law, 1993

B.A., University of Washington, 1990

Bar Admissions

Arizona
Colorado
Nevada
California

Courts

U.S. Supreme Court
U.S. Court of Appeals, 9th Circuit

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Arizona Eases Certain Restrictions for Workers with Criminal Histories

SHRM Online

May 21, 2021

New Arizona Law Eases Restrictions for Obtaining Occupational Licenses for Those With Criminal Histories

Littler ASAP

May 10, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Questions Remain on ‘Families First Coronavirus Response Act’

Staffing Industry Analysts

March 24, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Raiding Talent

Staffing Industry Review

March 25, 2019

What Do California's New Training Requirements Mean for Staffing Firms?

SHRM Online

February 21, 2019

What Do California's New Sexual Harassment Training Requirements Mean for Staffing Firms?

Little Insight

February 14, 2019

Little Elects Five New Members to Board of Directors

Little Press Release

January 30, 2019

Mistle-NO! Planning a Holiday Party in the Wake of #MeToo

Arizona Business Magazine

November 15, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Little Lawyers

Little Press Release

August 15, 2018

New Arizona Laws Address Data Breaches and Hiring Ex-Offenders

Little ASAP

June 14, 2018

Workforce Solutions Webinar - IC's - Can't Live With Them; Can't Live Without Them

Staffing Industry Analysts

April 12, 2018

How Can Employers Compete with this Sporting Trifecta? The Super Bowl, Olympics, and March Madness Approach

Little Insight

February 1, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Little Lawyers

Little Press Release

August 17, 2017

Big Issues Face Employers in Arizona, Nationwide

In Business

July 1, 2017

New Arizona Law Provides Minimum Wage Increases And Paid Sick Time

Little Insight

November 15, 2016

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Little Press Release

August 16, 2016

The Government Blacklisting Rules

PEO Insider

May 2016

Court Says Rehabilitation Act Section 504 Covers Contractors

Bloomberg BNA

February 11, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Little Press Release

August 18, 2015

An I-9 compromise for staffing buyers: Right of inspection

Staffing Industry News

May 13, 2015

The Affordable Care Act and Staffing: One Size Does Not Fit All

Society for Human Resource Management (SHRM)

December 30, 2014

U.S. Supreme Court: Antitheft Security Screening Not Part of the Job for FLSA Compensation Purposes

Little Insight

December 23, 2014

The Affordable Care Act and Staffing: One Size Does Not Fit All

Little Insight

December 19, 2014

Arizona Supreme Court Holds the Arizona Uniform Trade Secrets Act Does Not Preempt Tort Claims Based on Misappropriation of Confidential Information

Little Insight

December 16, 2014

Little Attorneys Included in the Best Lawyers in America© 2015 Edition

Little Press Release

August 18, 2014

The Legal and Regulatory Landscape for Small Business

PEO Insider

June 1, 2014

Supreme Court Grants Cert to Review Compensability of Security Screening Time

Little ASAP

March 6, 2014

'Tis the Season for ACA; Employers should plan now for temporary hiring

National Law Journal

October 14, 2013

Reminder to Employers: Seasonal Workers Have Rights Too

Corporate Counsel

October 11, 2013

Little Attorneys Named in Best Lawyers in America® 2014 Edition

Little Press Release

August 15, 2013

Care Act Changes Field For Staffing Companies

San Diego Business Journal

March 4, 2013

Medical Marijuana Dispensaries Are Now Operating in Arizona

Little Insight

December 12, 2012

What's the Right Form? Now is the time to assess background screening policies

Staffing Industry News

November 21, 2012

Temporary Workers Reshaping Companies

NBIZ

October 1, 2012

Don't Believe Everything You Read: Recent 9th Circuit Decision on Same-Sex Domestic Partner Health Benefits in Arizona More Narrow than Reported

Little Insight

September 14, 2011

Arizona Medical Marijuana Law Update: State Files Lawsuit to Clarify Obligations Under the Act, and the Drug Testing Modifications Go Into Effect

Little Insight

July 19, 2011

U.S. Supreme Court Upholds Arizona Law Mandating Use of E-Verify and Penalizing Employers that Hire Undocumented Workers

Little Insight

May 27, 2011

Arizona Legislature Helps Clear the Haze for Employers Dealing with the Arizona Medical Marijuana Law

Little Insight

May 2, 2011

U.S. employers shift to temp workers

MarketWatch

April 27, 2011

UPDATE: What Arizona's Controversial Immigration Law Means for Employers

Little Insight

April 12, 2011

Term Limits for Contingent Workers: Urban Legend or Necessary Fix?

Little Insight

December 14, 2010

Yes We Can[nabis]!: Voters Approve the Arizona Medical Marijuana Act

Little Insight

November 24, 2010

UPDATE: What Arizona's Controversial Immigration Law Means for Employers

Little Insight

July 29, 2010

Neil Alexander Notes Expense of New Document Retention Rules

Phoenix Business Journal

December 28, 2006

Arizona Adopts Sweeping Wage Reforms (Proposition 202)

Little Insight

December 15, 2006

Neil Alexander Advises Employers on the Heels of National Immigration Demonstrations

The Arizona Republic

April 30, 2006

Neil Alexander Comments on How the Increased Use of Methamphetamines is Affecting Arizona Employers

Phoenix Business Journal and MSNBC

February 19, 2006

Arizona Supreme Court Strikes Down Denial of Worker's Compensation Benefits Due to Presence of Alcohol or Drugs

Little Insight

August 29, 2005

Arizona Supreme Court Refuses to Enforce Arbitration Agreement Based on the Arizona Uniform Arbitration Act

Little Insight

August 31, 2004

Legal Landmines of Employee Separations

The Corporate Counselor Maricopa County Bar Association

Winter 2003

Patriotism and Religious Discrimination in the Workplace

MPHRA Newsletter

September 2002

Negligent Hiring

HR Advisor, Legal & Practical Guidance

November/December 1997

Negligent Hiring, Training, Supervision, and Retention in Nevada

Nevada Lawyer

April 1997

The Five Biggest Mistakes Employers Make

Nevada Lawyer

June 1996

Trade Secrets

California Labor and Employment Law Quarterly

Spring 1993

Speaking Engagements

Understanding the New DOL IC and Gig Economy Guidance

October 18, 2022

Surviving the COVID-19 Aftermath: Business Restructuring Options to Overcome the Challenges Businesses Are Facing

Littler Executive Employer Conference

May 6, 2022

Leveraging Contingent Workers During COVID and Beyond

February 23, 2022

COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims

Phoenix, AZ

June 30, 2021

A ComplianceHR MasterClass: The Workplace Redefined: Navigating Independent Contractor Compliance under the Shifting Legal Landscape

June 26, 2018

C-Suite Sex Harassment: Beyond the Law

Arizona SHRM Employment Law and Legislative Conference, Phoenix, AZ

January 26, 2018

Employment Law Update

2017 Littler Arizona Employer Conference

October 17, 2017

Healthcare Industry Roundtable

May 10, 2017

New Arizona Law Provides Minimum Wage Increases and Paid Sick Time – What Does This Mean For Your Organization?

January 24, 2017

Creative Approaches to ADA/FMLA Issues

Littler Arizona Employer Conference, Phoenix, AZ
October 25, 2016

Food and Beverage Industry Roundtable

The 2016 Executive Employer® Conference, Scottsdale, AZ
May 6, 2016

Managing the Contingent Workforce in 2013

San Diego, CA
October 25, 2012

10 Myths and Realities of Contingent Work Arrangements: Useful Insights that Directly Impact Workforce Design Decisions

June 20, 2012

No new taxes? Phooey! Government Agencies Attack Independent Contractor Relationships to Refill Depleted Coffers

Littler Mendelson, Scottsdale, AZ
May 10, 2012

Managing Employee Leaves of Absence and Requests for Intermittent Leave

Phoenix, AZ
February 8, 2012

The ADAAA Final Regulations

Phoenix, AZ
May 4, 2011

Employment Law Update

Phoenix, AZ
September 30, 2010

Health Care Reform – What Does It Mean for Employers?

Las Vegas, NV
September 17, 2010

Class Action Litigation in the Healthcare Industry

Phoenix, AZ
November 19, 2009

Managing Leaves of Absence

Phoenix, AZ

March 18, 2009

Preparing for the Employee Free Choice Act (EFCA) and Other Labor and Employment Law Initiatives

January 21, 2009

Books & Book Chapters

- *Littler on Classifying Workers: Employees v. Independent Contractors, Joint Employees & Other Contingent Workforce Issues*, The Littler National Employer Library