



## Josh Waltman

Associate

Camelback Esplanade  
2425 East Camelback Road, Suite 900  
Phoenix, AZ 85016  
main: (602) 474-3600  
direct: (602) 474-3606  
fax: (602) 957-1801  
jlwaltman@littler.com



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## Focus Areas

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

## Overview

Josh Waltman represents and counsels employers in litigation and administrative matters, including:

- Contingent workers
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- Discrimination, harassment, and retaliation
- Handbooks and Policies
- Wrongful discharge
- Wage and hour class and collective actions
- Unfair competition, trade secrets, and restrictive covenants

Prior to joining Littler, he served as Court Counsel for Maricopa County Superior Court, the fourth largest trial court in the country, where he advised the Presiding Judge and Court Administrator.

Josh clerked for Chief Judge Roslyn O. Silver at the U.S. District Court for the District of Arizona and served on the Civil Rights-Civil Liberties Law Review at Harvard Law School. Josh volunteers with the Anti-Defamation League implementing anti-bullying programs in schools. He has also served as a Judge Pro Tem for the Maricopa County Superior Court.

Josh regularly presents to clients on:

- Discrimination, harassment, and retaliation
- Hostile work environment
- Social media
- FMLA and ADA
- Contingent worker

## Professional and Community Affiliations

- Member, Education Committee, Anti-Defamation League, 2005-Present
- Judge Pro Tem, Maricopa County Superior Court, 2014-2015, 2017-present

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022

## Education

J.D., Harvard Law School, 2004

B.S., Arizona State University, 2001, *magna cum laude*

## Bar Admissions

Arizona

## Courts

U.S. District Court, District of Arizona

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

### **Employers' Duty to Bargain Over Union COVID-19 Proposals During the Term of a Collective Bargaining Agreement**

*Littler Insight*

May 4, 2020

### **DOL Final Rule Compliance**

*TortSource*

Winter 2017

**Technology Transfer at Universities**

*IP Today*

August 2003

**Speaking Engagements**

**2021 Arizona Virtual Regional Employer Conference**

Phoenix, AZ

October 12, 2021

**Remote Work in a New Era**

Phoenix, AZ

April 28, 2021

**Arizona Virtual Employer**

October 20, 2020

**A Legal Update: Answers to Arizona Employers' Questions**

June 23, 2020

**Contingent Workers Under Attack**

2018 Littler Arizona Employer Conference

October 2018

**Sexual Harassment Reporting and Audits**

Law Enforcement Inspections and Auditing Group

September 5, 2018

**The FMLA Today: Tackling New and Persistent Leave Issues**

2017 Littler Arizona Employer Conference

October 17, 2017

**HR Audits**

Phoenix SHRM, Phoenix, AZ

January 27, 2017

**FMLA and ADA Updates**

Yuma SHRM, Yuma, AZ

October 28, 2016

**The Ambush Election: One Year In**

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

**DOL Final Rule**

American Bar Association TIPS Corporate Counsel Committee  
September 20, 2016

**Public Sector Employment Law Update**

Phoenix, AZ  
July 27, 2016

**DOL Final Rule**

2016 Littler Public Sector Seminar  
July 27, 2016

**DOL Final Rule, Medical Marijuana, FMLA/ADA Updates**

Northern Arizona SHRM  
June 9, 2016

**Independent Contractor Classification Under Attack**

American Bar Association TIPS Corporate Counsel Committee  
December 2015