



Josh Waltman

Shareholder

Co-Chair, Staffing, Independent Contractors
and Contingent Workers Practice Group

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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

As a co-chair of Littler's Contingent Workforce Practice Group, Josh Waltman regularly advises clients on leveraging contingent workforce solutions and conducts deep-dive audits to assess and mitigate contingent workforce risk. He helps clients develop and support their contingent worker programs and litigates contingent worker matters. To support his work in the contingent worker space, Josh regularly drafts policies and agreements related to independent contractors, staffing firms, master service providers, and employer of record or agent of record services.

Additionally, Josh represents employers in litigation and administrative matters that include leave and accommodation, discrimination and harassment, restrictive covenants, and related labor and employment issues. He regularly partners with multiple stakeholders within a client's organization, including legal, HR, investigations, business leadership, operations, finance, and ethics and compliance, to guide employers through their labor and employment challenges. His clients range from Fortune 500 companies to small businesses, and he provides practical advice with an eye toward both compliance and employee experience.

Josh regularly presents at local and national conferences on contingent workforce issues and conducts employee and manager training on discrimination and harassment prevention. He volunteers with the Anti-Defamation League,

implementing anti-bullying programs in schools. He also served as a judge pro tem for the Maricopa County Superior Court.

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.

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*®, 2022-2024

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

Littler Elevates 33 Attorneys to Shareholder

Littler Press Release

January 6, 2022

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

How to Conduct Effective Workplace Investigations

January 30, 2024

2023 Arizona Regional Employer Conference

Phoenix, AZ

November 1, 2023

From the Provider Perspective: Updates on Contingent Workforce Laws

September 19, 2023

The Risks and Rise of Contingent Workers

April 25, 2023

Understanding the New DOL IC and Gig Economy Guidance

October 18, 2022

2022 Arizona Regional Employer Conference

Phoenix, AZ

October 13, 2022

Leveraging Contingent Workers During COVID and Beyond

February 23, 2022

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

DOL Final Rule

2016 Littler Public Sector Seminar

July 27, 2016

Public Sector Employment Law Update

Phoenix, AZ
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