

## 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 polices 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**

**Best Practices for Leveraging Staffing Firms, Contractors, and Platform Solutions**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**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 Rise and Risks of Leveraging Contingent Workers**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 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

**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