

Steve Biddle

Shareholder

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Focus Areas

Discrimination and Harassment
Occupational Safety and Health
Labor Management Relations
Wage and Hour
Hiring, Performance Management and Termination

Overview

Steve Biddle has successfully defended public and private sector employers in employment-related litigation and regularly advises companies in all human resources matters. He represents management in issues related to:

- Occupational safety and health compliance
- Union organization
- Collective bargaining
- Unfair labor practices
- Union elections
- Compliance and litigation regarding employment discrimination, harassment and retaliation
- Wrongful termination
- Restrictive covenants
- Unemployment compensation investigations
- Wage and hour matters
- Indian gaming, tribal employment and casino issues
- Employment tort and contract litigation
- Drug testing and marijuana in the workplace

He appears in federal, state, and appellate courts and represents clients before the Equal Employment Opportunity Commission, the National Labor Relations Board, the Department of Labor, the Occupational Safety and Health Administration and other government agencies. He also handles arbitration and mediation.

Steve has specific experience with claims arising under:

- The Occupational Safety and Health Act (and state equivalents)
- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The National Labor Relations Act
- The Fair Labor Standards Act
- The Labor Management Relations Act
- The Older Workers Benefit Protection Act
- The Worker Adjustment and Retraining Notification Act
- Arizona and New Mexico employment statutes

He also assists clients with employment class actions, business restructuring, employment policies and procedures, and compliance counseling.

Additionally, Steve speaks to various employer groups and bar associations on labor and employment law, OSHA, Indian law, and other employment-related topics. His experience with legislative lobbying and bill drafting includes drug testing, the Arizona Employment Protection Act and workers' compensation group self-insurance.

Steve works with a diverse range of clients, including:

- Retail
- Real estate investment companies
- Law firms and other professional services firms
- Non-profits
- Utilities
- Medical practices
- Security/law enforcement
- Governments
- Indian tribes
- Casinos
- Hotels
- Construction
- Homebuilders
- Universities and colleges

- Trade schools
- Transportation
- Manufacturers and distributors
- Biotech

Since 2017, Steve has served as a Professor of Practice at the University of Arizona James E. Rogers College of Law, teaching courses in advanced labor and employment topics.

Prior to working at Littler Mendelson, Steve was a partner at two other firms in the Phoenix area.

Professional and Community Affiliations

- Arbitrator, Maricopa County Superior Court, 1995-present
- Member, Maricopa County Bar Association
- Member, American Bar Association
- Member, Section on Labor and Employment Law, American Bar Association
- Member, Employment and Labor Law Section, State Bar of Arizona
- Member, Indian Law Section, State Bar of Arizona
- Member, Committee on Occupational Safety and Health Law, American Bar Association
- Member, Board of Directors, Scottsdale Arts
- Member, Human Resources People and Strategy
- Founding Board Member, Arizona Human Resources Executive Forum
- Pro Bono Consultant, Arts and Business Council of Phoenix
- Member, Board of Visitors, James E. Rogers College of Law, University of Arizona
- Former Chair, Minorities in Law Committee, Maricopa County Bar Association
- Former Member, Minorities in Law Committee, Maricopa County Bar Association
- Former Member, Corporate Counsel Division, Maricopa County Bar Association
- Former Member, Employment Law Section, Maricopa County Bar Association
- Former Member, Editorial Board, Arizona Attorney Magazine, State Bar of Arizona
- Former President and Board Member, Board of Directors, Community Legal Services
- Former Member, Board of Trustees, Ballet Arizona
- Former Member, Board of Directors, Kids Voting
- Former Member, Employment Law Committee, Arizona Association of Defense Counsel
- Former Chair, Employment Law Committee, Arizona Association of Defense Counsel
- Former Member, National Indian Gaming Association

Recognition

- Named, The Best Lawyers in America®, 2014-2024
- Fellow, *College of Labor and Employment Lawyers*, Inducted 2011

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, Top 100 Lawyers in Arizona, *AZ Big Media*, 2020-2022
- Named, Arizona Business Leaders, *Arizona Business Magazine*, 2019-2021
- Named, Super Lawyer, Southwest, *Super Lawyers*
- Named, Top Pro Bono Attorney, *Arizona Foundation for Legal Services and Education*, June 9, 2017
- Recipient, Pro Bono Award, *Littler Mendelson*, 2010
- Recipient, Decade of Dedication Award, *Community Legal Services*, 2010

Education

J.D., University of Arizona College of Law, 1989, *cum laude*

M.S., University of Delaware, 1984

B.A., University of Delaware, 1982

Bar Admissions

Arizona

New Mexico

Courts

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, 10th Circuit

District of Columbia Court of Appeals

Arizona Supreme Court

Publications & Press

Phoenix City Council Requires Heat Safety Plans from City Contractors

Littler ASAP

April 15, 2024

OSHA Withdraws Proposal to Revoke Arizona's State Plan

Littler ASAP

February 23, 2023

Dear Littler: Bedbugs have returned to the office with our employees. What do we do?

Dear Littler

September 12, 2022

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

Littler Press Release

August 19, 2021

Arizona Employers Should Note Expanded State and Local Anti-Bias Laws

SHRM Online

July 8, 2021

Arizona Cities Expand Discrimination Protections

Littler ASAP

July 2, 2021

Arizona Joins Other States in Passing COVID-19 Liability Protection for Businesses

Littler ASAP

April 21, 2021

DOL Creates New Whistleblower Protocols

EHS Today

March 19, 2021

The Department of Labor Establishes New Whistleblower Protocols

Littler ASAP

February 26, 2021

Arizona Passes Initiative to Allow Recreational Marijuana Use

Littler ASAP

November 9, 2020

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

Littler Press Release

August 20, 2020

New Mexico Implements Employer Reporting Rule for COVID-19 Cases

SHRM Online

August 20, 2020

New Mexico Implements Employer Reporting Rule for COVID-19 Cases

Littler ASAP

August 7, 2020

Preemption's Silver Lining: The NLRA Offers California Tribes a Shield Against State Labor Protections

Littler Insight

March 3, 2020

Preemption's Silver Lining: The NLRA Offers California Tribes a Shield Against State Labor Protections

Tribal Gaming and Hospitality

March 2, 2020

New Mexico Supreme Court Holds Tribal Casino Immune from Workers' Compensation Claims

Littler ASAP reprinted with permission in The Claims Journal

February 3, 2020

New Mexico Supreme Court Holds Tribal Casino Immune from Workers' Compensation Claims

Littler ASAP

January 27, 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

Ninth Circuit Holds Tribal Employers Can Sue Non-Member Employees in Tribal Court for Torts Committed in the Scope of Employment

Littler ASAP

March 15, 2019

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

Littler Press Release

August 15, 2018

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

Littler Press Release

August 17, 2017

Arizona Employers Have Questions About Complying with Paid-Sick-Leave Law

SHRM Online

August 10, 2017

10 Employer Considerations in Light of Arizona's New Paid Sick Time Law

Littler ASAP

July 14, 2017

Power Play—Women’s Hockey Team Nets New Agreement

ABA Labor and Employment Law Newsletter

June 1, 2017

Supreme Court Will Hear Tribal Employee Immunity Case

SHRM Online

October 4, 2016

The Best Lawyers in America[®] Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

US Supreme Court Passes on Tribal Casino Labor Case

Daily Business Review

June 28, 2016

U.S. Supreme Court Passes on Tribal Casino Labor Case

National Law Journal

June 27, 2016

Littler Attorneys Recognized in the Best Lawyers in America[®] 2016 Edition

Littler Press Release

August 18, 2015

The Sixth Circuit Extends the NLRA's Reach to Tribal-Owned Casinos

Littler Insight

July 7, 2015

Littler Attorneys Included in the Best Lawyers in America[®] 2015 Edition

Littler Press Release

August 18, 2014

Are home care union fee requirements a violation of an employee’s rights?

The Record Reporter

August 1, 2014

Littler Attorneys Named in Best Lawyers in America[®] 2014 Edition

Littler Press Release

August 15, 2013

Littler Attorneys Steven Biddle and Robert Long Inducted as Fellows of the College of Labor & Employment Lawyers

Littler Press Release

July 11, 2011

From the Experts: Eyes On The Road, Please

Corporate Counsel

July 5, 2011

Arizona Joins the Growing List of States Enacting "Guns-At-Work" Laws

Littler Insight

August 4, 2009

Ninth Circuit Court of Appeals Upholds Legal Arizona Workers Act

Littler Insight

September 22, 2008

Arizona Adopts New Law Clarifying Controversial Sanctions Statute, Imposing Other Obligations on Employers and State Contractors

Littler Insight

May 7, 2008

Eyes on the Workforce: Legal Arizona Workers Act Withstands Constitutional Scrutiny

Littler Insight

February 11, 2008

"Controlling Employer" No Longer Liable Under Multi-Employer Worksite Doctrine

Littler Insight

June 15, 2007

No Smoking Please: Smoke Free Arizona Act - Action Items for Employers

Littler Insight

April 25, 2007

OSHA Seeks to Step Up Enforcement of Criminal Penalties

Littler Insight

June 30, 2005

Labor and Employment Issues for Tribal Employers

34:5 Arizona Attorney 16

1998

When is Workers' Compensation the Exclusive Remedy in Sexual Harassment Cases

33:4 Arizona Attorney

1996

Employment and Tribal Gaming

Indian Law Section - State Bar of Arizona

1996

Managing COBRA Requirements

ADP Workplace Blueprints

1996

Overview of the Employment Provisions of the Americans with Disabilities Act

Arizona School Boards Association Journal

1992

Justice Stevens' Pro-Land Use Planning Views in Recent Regulatory Taking Cases

21 Urban Lawyer 579

1989

Less Restrictive Alternatives for Achieving and Maintaining Competitive Balance in Professional Sports

30 Arizona Law Review 889

1988

Speaking Engagements

2023 Arizona Regional Employer Conference

Phoenix, AZ

November 1, 2023

"I'll Take Safety and Health for \$500!" Critical Safety and Health Questions Answered for the Post-Pandemic World – So YOUR Organization Does Not End Up in JEOPARDY!

Littler Executive Employer Conference

May 5, 2022

2021 Arizona Virtual Regional Employer Conference

Phoenix, AZ

October 12, 2021

Is OSHA Helping Employers Deal With COVID-19

2021 Arizona SHRM Virtual Employment Law & Legislative Conference
February 26, 2021

Medical and Recreational Marijuana in Arizona

Phoenix, AZ
February 24, 2021

2021 Workplace Safety and Employment Update

Arizona HR Executive Forum (AZHREF)
February 17, 2021

Arizona Virtual Employer

October 20, 2020

Updates and Best Practices for Drug Testing and Marijuana in the Workplace

2019 Littler Arizona Employer Conference
October 10, 2019

Medical Marijuana and Drug Testing Update

2018 Littler Arizona Employer Conference
October 25, 2018

What to Expect from OSHA in the Coming Year

Littler Executive Employer, Phoenix, AZ
May 3, 2018

Employment Practices Liability and Sexual Harassment

RIMS, The Risk Management Society, Arizona Central Chapter
April 9, 2018

Weed at Work: Are Marijuana Users the New Protected Class?

2017 Littler Arizona Employer Conference
October 17, 2017

Arizona Paid Sick Time Update - Are you Compliant?

2017 Littler Arizona Employer Conference
October 17, 2017

Diagnoses and Prescriptions: Top Ten Things Employers Need to Know About Arizona Paid Sick Time Before July 1, 2017

June 6, 2017

The Limits of Work Time: What is Compensable Time?

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

Food and Beverage Industry Roundtable

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

Hot Topics in Employment and Labor Law

Phoenix, AZ
August 15, 2013

Hot Topics in Employment and Labor Law

Phoenix, AZ
August 14, 2013

Hot Topics in Employment and Labor Law

Phoenix, AZ
August 13, 2013

OSHA Update: The 2012 Compliance and Enforcement Agenda

Littler Mendelson, Scottsdale, AZ
May 10, 2012

The Growing Contingent Workforce and Strategies for Legal Compliance

Arizona State Conference - Society of Human Resource Management
September 2011

Recent Changes in the Law the Impact Employers

Management Students Association - Arizona State University
April 2011

Executive Employment Law Update

Arizona Senior Human Resources Executive Council
March 2011

Enforcement Alert: Significant Changes in DOL's Wage/Hour Division and OSHA

Annual Employment Law and Legislative Conference - Arizona, Society of Human Resource Management (SHRM)
March 2011

Arizona's New Medical Marijuana Act

Arizona HR Consultant's Forum
February 2011

Exempt or Non-Exempt? The Expensive Legal Risk Facing Your Organization

Organization for Nonprofit Executives
November 2010

What's Hot, What's Not: Labor and Employment Laws to Watch for in 2011

Arizona Human Resources Executive Forum
November 2010

Littler's 2010 Employment Law Update

Organization for Nonprofit Executives
November 2010

Occupational Safety and Health Update

The 2010 Executive Employer® Conference - Littler Mendelson
April 2010

Business Continuity During the H1N1 Outbreak

November 11, 2009

Business Continuity During the H1N1 Outbreak: Update and Best Practices

Littler Mendelson Webinar
November 2009

H1N1 Influenza Update

American Bakers Association
October 2009

Swine Flu: Preparing the Workplace for a Pandemic

May 6, 2009

H1N1 and the Global Pandemic

Open Compliance and Ethics Group (OCEG) Webinar
May 2009

Swine Flu: Preparing the Workplace for a Pandemic

Littler Mendelson Webinar
May 2009

Employee Free Choice Act

Littler Mendelson
April 2009

Preparing for the Significant Safety and Health Initiatives of the New Administration

The 2009 Executive Employer® Conference - Littler Mendelson
April 2009

Wage and Hour Basics and the Class Action Explosion

Organization for Nonprofit Executives
October 2008

Employment Law Update

Organization for Nonprofit Executives
October 2008

The Latest Issues in Wage and Hour Law: FLSA Update

Arizona Employer Conference
September 2008

Critical Employment Law Issues in Corporate Transactions

Sterling Education Services, Inc.
July 2008

Public Health Concerns in the Workplace

The 2008 Executive Employer® Conference - Littler Mendelson
April 2008

MRSA in the Workplace

Littler Mendelson Webinar
December 2007

MSHA Inspections

Arizona Rock Association
November 2007

Employment Law Update

Arizona Employer Conference
November 2007

Employment Law Update

Organization for Nonprofit Executives
June 2007

Emerging State and Federal Issues: Preparing for Future Employment Law Challenges

Arizona Employer Conference
October 2006

Employment Law Update

Center for Business Excellence - University of St. Thomas
October 2006

Celebrating Ten Years of Mediation at the EEOC

Equal Employment Opportunity Commission and Sandra Day O'Connor School of Law
September 2006

FLSA White Collar Exemptions

Council for Education in Management
February 2006

Employment Class Actions

Arizona Human Resources Executive Forum
February 2006

Managing Leaves of Absence

Organization for Nonprofit Executives
November 2005

Drug Testing in Employment

Drugs Don't Work Arizona
August 2005

Discipline and Termination: Steps to Avoid Wrongful Discharge Liability

Arizona Employer Conference
November 2004

Current Strategies for Union Avoidance

Arizona Hospitality Expo
September 2004

Essentials of Wage and Hour Law

Council for Education in Management
August 2004

New FLSA Regulations and Exemptions

Council for Education in Management
May 2004

Top Ten Best Practices for Employee Benefits

Client Presentation
March 2004

Managing the Maze of Leave Laws and COBRA and HIPAA Compliance

ADP
March 2004

Better Bossing

Arizona Human Resources Executive Forum
February 2004

Employee Benefits Update

Sterling Education Services
October 2003

Employment Law Update

Council for Education in Management
August 2003

HIPAA, COBRA and FMLA

Lorman Education Services
March 2003

OSHA, Workers' Comp and Ergonomics: Maintaining a Safe Work Environment

Arizona Employer Conference
October 2002

Labor/Employment Law Update

Community Legal Services
August 2002

I-9 Compliance

Sterling Education Services
June 2002

Maintaining a Safe Workplace

The 2002 Executive Employer Conference® - Littler Mendelson
June 2002

Wage and Hour Law Basics

Client Presentation
April 2002

Interviewing and Hiring: Keeping Your Recruitment Strategies Legal

Council for Education in Management
February 2002

Human Resources Audits

Council for Education in Management
February 2002

Exempt or Non-Exempt?

Personnel Law Update - Council for Education in Management
December 2001

Human Resources Audits: How to Ensure Your Recordkeeping and Compliance Efforts Protect You

Personnel Law Update - Council for Education in Management
December 2001

Employee Drug Testing

Lorman Education Services
June 2001

Is Your Organization Prepared for a Union Organizing Attempt?

8th Annual Human Resource Conference - Arizona Employers Council
December 2000

The Aging Workforce: Attracting and Retaining Older Workers in Today's Labor Market

Personnel Law Update - Council on Education in Management
December 2000

Avoiding Legal Pitfalls in Your Reference Checking and Reference Giving Practices

Council on Education in Management

June 2000

Labor and Employment for Tribal Gaming

Annual Meeting - National Indian Gaming Association

April 2000

Family and Medical Leave Act Basics

Client Presentation

March 2000

When the Government Comes Knocking: Responding to Government Inquiries and Investigations

National Business Institute

December 1999

Employer Sanctions and Anti-Discrimination: Basic Immigration Law for Arizona Employers

National Business Institute

December 1999

Post-Termination Considerations

Council on Education and Management

October 1999

Post-Termination Considerations for Employers

Streich Lang Forum on Labor and Employment Law

October 1999

Legal Issues for Human Resources Executives

Human Resources Forum

May 1999

COBRA, HIPAA AND FMLA

Client Presentation

March 1999

Creative Settlement Approaches with OSHA

Annual Meeting, Committee on Occupational Safety and Health Law - American Bar Association

February 1999

Economic and Employment Issues in Tribal Gaming

Annual Convention - State Bar of Arizona
June 1998

Successful Right-Sizing

Arizona Association of Industries
February 1998

Litigation Scorecard: Lessons Learned To Date

Center for a Competitive America
January 1998

When the Government Comes Knocking - Responding to Government Inquiries and Investigations

Streich Lang Forum on Labor and Employment Law
October 1997

ERISA, Savings Plans and COBRA

Streich Lang Forum on Labor and Employment Law
October 1996

Sexual Harassment and Cultural Issues Affecting the Tribal Employer/Employee Relationship

Indian Law Section - State Bar of Arizona
October 1996

Sexual Harassment and Sex Discrimination in the Workplace, Indian Gaming - Human Resources Problems, Processes and Solutions

National Indian Gaming Association
October 1995

New Developments in Employee Drug Testing Law

Labor and Employment Law Seminar
October 1995

Ethical Considerations in Hiring, Firing and Nepotism, Indian Gaming - Human Resources Problems, Processes and Solutions

National Indian Gaming Association
October 1995

How to Protect Your Company from OSHA Citations and Penalties

Labor and Employment Law Annual Update - NBI
October 1995

Drug-Free Workplace Laws and Drug Testing

Greater Casa Grande Chamber of Commerce
June 1995

Affirmative Action: Has It Out-Lived Its Usefulness?

Arizona Human Resources Association
May 1995

Paying Non-Exempt Employees in an All Salaried Workforce

East Valley Human Resources Association
January 1995

Immigration Law Refresher

Labor and Employment Law Seminar
November 1994

Negligent Hiring

Annual Labor and Employment Law Symposium
September 1994

Hiring and Firing - What Are Your Risks?

Annual Labor and Employment Law Symposium
October 1993

Restrictive Covenants

Labor and Employment Law Seminar
October 1993

How to Educate, Train and Investigate Acts of Misconduct and Harassment

Labor and Employment Law Seminar
October 1992

Required Postings in the Workplace

Arizona Independent Electrical Contractors Association
October 1992

Workplace Safety

Labor and Employment Law Seminar
November 1991

Americans with Disabilities Act Basics

Labor and Employment Law Seminar

September 1990

Books & Book Chapters

- Arizona Wage Laws; Fair Labor Standards Act; Drug and Alcohol Testing; Tribal Employment, Arizona Employment Law Handbook, *State Bar of Arizona*, Chapter Author and Editor, 1995-present
- State Regulation of Occupational Safety and Health; Judicial Review of Enforcement Proceedings, Occupational Safety and Health Law, *American Bar Association*, Chapter Author
- Sexual and Other Forms of Harassment, Employment Discrimination Law, *American Bar Association*, Contributor
- The National Employer, *LexisNexis and Littler Mendelson*, Contributor, 2000-present
- *The Arizona Employer*, Chapter Author and Editor, 2005-present