



## Steve Biddle

Shareholder

Camelback Esplanade  
2425 East Camelback Road, Suite 900  
Phoenix, AZ 85016  
main: (602) 474-3600  
direct: (602) 474-3613  
fax: (602) 957-1801  
sbiddle@littler.com



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## Focus Areas

Discrimination and Harassment  
Workplace Safety and Health (OSHA & MSHA)  
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

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
- 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, drug testing, 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

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, 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, Board of Directors, Community Legal Services
- Former Member, Board of Directors, Community Legal Services
- Former Member, Ballet Arizona Board of Trustees
- 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®, 2014-2020
- Fellow, *College of Labor and Employment Lawyers*, Inducted 2011
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, Arizona Business Leaders, *Arizona Business Magazine*, 2019
- 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

## Courts

U.S. Court of Appeals, 9th Circuit

Arizona Supreme Court

## Publications & Press

**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

**Dear Littler: We Have Bedbugs! Help! What do we do?**

*Dear Littler*

March 8, 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

**Managing COBRA Requirements**

*ADP Workplace Blueprints*

1996

**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

**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**

**What to Expect from OSHA in the Coming Year**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Arizona Paid Sick Time Update - Are you Compliant?**

2017 Littler Arizona Employer Conference

October 17, 2017

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

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

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

Arizona Human Resources Executive Forum  
November 2010

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

Organization for Nonprofit Executives  
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

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

The 2009 Executive Employer® Conference - Littler Mendelson  
April 2009

**Employee Free Choice Act**

Littler Mendelson  
April 2009

**Employment Law Update**

Organization for Nonprofit Executives  
October 2008

**Wage and Hour Basics and the Class Action Explosion**

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

**Employment Law Update**

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

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

Arizona Employer Conference  
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

**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

**Maintaining a Safe Workplace**

The 2002 Executive Employer Conference® - Littler Mendelson  
June 2002

**I-9 Compliance**

Sterling Education Services  
June 2002

**Wage and Hour Law Basics**

Client Presentation  
April 2002

**Human Resources Audits**

Council for Education in Management  
February 2002

**Interviewing and Hiring: Keeping Your Recruitment Strategies Legal**

Council for Education in Management  
February 2002

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

Personnel Law Update - Council for Education in Management  
December 2001

**Exempt or Non-Exempt?**

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 for Employers**

Streich Lang Forum on Labor and Employment Law

October 1999

**Post-Termination Considerations**

Council on Education and Management

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

**How to Protect Your Company from OSHA Citations and Penalties**

Labor and Employment Law Annual Update - NBI  
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

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

National Indian Gaming Association  
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, Occupational Safety and Health Law, *American Bar Association*, Contributor
- 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