



## Steve Biddle

Shareholder

Camelback Esplanade  
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## Practice Areas

Discrimination and Harassment  
Occupational Safety and Health  
Labor Management Relations  
Wage and Hour  
HR Advice and Counsel

## 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

## Events & Speaking Engagements

### 2023 Arizona Regional Employer Conference

Phoenix, AZ

November 1, 2023

**Much Ado about OSHA**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 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

**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

**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

**Managing the Maze of Leave Laws and COBRA and HIPAA Compliance**

ADP

March 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

**Labor/Employment Law Update**

Community Legal Services

August 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

**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

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

National Business Institute

December 1999

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

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

**Required Postings in the Workplace**

Arizona Independent Electrical Contractors Association  
October 1992

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

Labor and Employment Law Seminar  
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

## Recognition

- Named, The Best Lawyers in America® , 2014-2025
- 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  
 U.S. Court of Appeals, D.C. Circuit  
 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**

*Press Release*

August 19, 2021

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

*External Publication*

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**

*In the News*

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

**New Mexico Implements Employer Reporting Rule for COVID-19 Cases**

*External Publication*

August 20, 2020

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

*Press Release*

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 ASAP*

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**

*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**

*Press Release*

August 15, 2018

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

*Press Release*

August 17, 2017



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

*In the News*

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**

*External Publication*

June 1, 2017

**Supreme Court Will Hear Tribal Employee Immunity Case**

*In the News*

October 4, 2016

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

*Press Release*

August 16, 2016

**US Supreme Court Passes on Tribal Casino Labor Case**

*In the News*

June 28, 2016

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

*In the News*

June 27, 2016

**Littler Attorneys Recognized in the Best Lawyers in America® 2016 Edition**

*Press Release*

August 18, 2015

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

*Littler ASAP*

July 7, 2015

**Littler Attorneys Included in the Best Lawyers in America® 2015 Edition**

*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**

*Press Release*

August 15, 2013

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

*Press Release*

July 11, 2011

**From the Experts: Eyes On The Road, Please**

*External Publication*

July 5, 2011

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

*Littler ASAP*

August 4, 2009

**Ninth Circuit Court of Appeals Upholds Legal Arizona Workers Act**

*Littler ASAP*

September 22, 2008

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

*Littler ASAP*

May 7, 2008

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

*Littler ASAP*

February 11, 2008

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

*Littler ASAP*

June 15, 2007

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

*Littler ASAP*

April 25, 2007

**OSHA Seeks to Step Up Enforcement of Criminal Penalties**

*Littler ASAP*

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