

# Snell & Wilmer

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## Joshua R. Woodard

Partner | Phoenix

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### Main Bio

Josh Woodard is licensed in Arizona, California and Nevada, with a practice concentrated in labor and employment law. He advises and represents employer/management clients before state and federal agencies, including the Arizona Civil Rights Commission, the California Department of Labor Standards Enforcement, the United States Equal Employment Opportunity Commission, and the United States Department of Labor. Josh has extensive litigation experience in both state and federal jurisdictions in wage and hour issues, misappropriation of trade secrets, non-competition/non-solicitation matters, wrongful termination, sexual harassment, discrimination, employment contracts, and related matters. He instructs and trains (including several Fortune 500 companies) in a variety of areas including sexual harassment prevention, supervision and leadership, organizational behavior, human resources management, and corporate ethics.

In addition, Josh has defended for-profit universities in a variety of employment-related matters including wage and hour class actions, DOL audits, EEOC investigations, and individual suits alleging discrimination, FMLA violations, and breach of contract.

Josh has formerly served as vice president and in-house counsel and brings a "real-world" perspective to clients.

### Education

- Southern Methodist University (J.D., 1990)
  - Notes and Comments Editor, Southern Methodist University Law Review
- University of California, Los Angeles (B.A., History, 1986)

### Representative Presentations & Publications

- "[New Year, New Restrictions on Non-Compete Agreements](#)," Co-Author, Snell & Wilmer Legal Alert (January 15, 2020)
- "[U.S. Department of Labor Issues New Rule Clarifying Exclusions from Overtime Calculation](#)," Co-Author, Snell & Wilmer Legal Alert (December 13, 2019)
- "[The Phoenix CFO Leadership Council's Law School for the CFO Program](#)," Speaker, Phoenix, AZ (October 17, 2019)
- "[U.S. Department of Labor Issues Final Salary Threshold Rule, Effective January 1, 2020](#)," Co-Author, Snell & Wilmer Legal Alert (September 24, 2019)

- "[Proposed Federal Overtime Rule Doesn't Include Automatic Adjustments](#)," Quoted, HR Magazine (March 11, 2019)
- "[Employers Can't Ignore State Overtime Exemption Rules](#)," Quoted, HR Magazine (March 7, 2019)
- "[Will a New Federal Overtime Rule Have Multiple Salary Thresholds?](#)" Quoted, HR Magazine (February 25, 2019)
- "[States Push Back on Local Paid-Sick-Leave Laws](#)," Quoted, HR Magazine (October 25, 2018)
- "Understanding, Recognizing and Preventing Bullying in the Workplace," Co-Presenter, PIHRA Gateway Cities, Cerritos, CA
- "BYOD," Presenter, HHRA, Phoenix, AZ
- "Medical Marijuana," Presenter, Lovitt & Touche' seminar, Tempe, AZ
- "Employer Mistakes, Avoiding Employee Lawsuits" (Mgmt. Training), Presenter, Phoenix, AZ
- "Wage & Hour Master Class," Presenter, BLR, La Jolla, CA
- "BYOD and Privacy," Presenter, S&W Directors, Phoenix, AZ
- "Best Employer Practices," Presenter, HCS Cares, Scottsdale, AZ
- "Leadership Training," Presenter, Scottsdale, AZ
- "Employment Agreements," Presenter, Phoenix, AZ
- "Hot Topics in Employment Law & BYOD," Presenter, Phoenix, AZ
- "Best Employer Policies in a BYOD World," Presenter, Phoenix, AZ
- "The Nuts & Bolts of an Internal Investigation," Presenter, Phoenix, AZ
- "Understanding Employment Law Issues Applicable to Social Media in Your Workplace," Presenter, EO, Scottsdale, AZ
- "FLSA: What Every Employer Needs to Know," Presenter, Tempe, AZ
- "Bring Your Own Device to Work (A Recent Nightmare-Inducing Trend)," Presenter, Arizona Builders' Alliance
- "California & Federal Wage & Hour Master Class," Presenter, Business & Legal Resources
- "Recognizing & Preventing Discrimination, Harassment and Retaliation," Presenter, Phoenix, Arizona
- "Phoenix Now Prohibits Employers from Discriminating on the Basis of Sexual Orientation, Gender Identity or Expression, and Disability," Co-Author, Snell & Wilmer Legal Alert
- "Understanding Employment Law Issues Applicable to Social Media in Your Workplace," Presenter, Arizona Chapter of Association of Corporate Counsel, Phoenix, Arizona
- "Medical Marijuana – What's an Employer to Do?," Presenter, Phoenix, Arizona
- "Legal Concerns re Social Networking," Presenter, Hospitality Financial & Technology Professionals, Phoenix, Arizona
- "Are Your Employees All 'Atwitter'? Understanding Employment Law Issues Applicable to Social Media in Your Workplace," Co-Author, Focus, ACC America
- "Legal Concerns re Social Networking," Presenter, Arizona State Bar, E-Commerce Section, Phoenix, Arizona
- "Employer Safeguards for Social Networking," Presenter, The Associated General Contractors of America ("AGC") Annual HR Professionals Conference, Scottsdale, Arizona
- "MySpace, YourSpace, WorkPlace: The Rise of Social Media and Its Impact on the Workplace,"

Presenter, Maricopa County Bar Association, Paralegal Division, Phoenix, Arizona

- "Social Media in the Workplace: Legal Pitfalls," Presenter, Human Capital Strategies, Tempe, Arizona
- "Are Your Employees "Atwitter"? Understanding Employment Law Issues Applicable to Social Media in Your Workplace," Presenter, Entrepreneurs Organization, Platinum Forum, Scottsdale, Arizona
- "Employment Best Practices," Co-Presenter, Financial Executives International ("FEI"), Arizona Chapter
- "The Fair Labor Standards Act – What Every Employer Needs to Know," Presenter, Entrepreneurs Organization, Scottsdale, Arizona
- "Top Employer Mistakes," Presenter, Hospitality Human Resource Association
- "Failing to Prepare, You are Preparing to Fail," Snell & Wilmer
- "Ethical Challenges: Balancing Business, Your Role, and the Law," Presenter, Maricopa County Bar Association-Paralegal Division
- "Changes in Labor & Employment Law," Presenter, Arizona Employers' Council
- "Employment Law Ethical Challenges for In-House Counsel," Presenter, Association of Corporate Counsel Ethics Series
- "Change Management Presentation," Keynote Speaker, McDonald's Corporation
- "Motivation and Management Training," Keynote Speaker, Federal Express Corporate Seminar

## **Professional Recognition & Awards**

- The Best Lawyers in America®, Employment Law - Management (2016-2020)
- Ranking Arizona: The Best of Arizona Attorneys, Labor & Employment Law (2010-2011)
- Arizona's Top Lawyers, AzBusiness Magazine (2008-2010)

## **Other Professional Experience**

- Luce, Forward, Hamilton & Scripps, Litigation Special Counsel (2002-2004), Associate (1990-1993)
- SWTV Production Services, Inc., Vice President and General Counsel (1996-2002)
- Cohen and Cotton, P.C., Litigation Associate (1993-1996)
- Western International University, Instructor (Leadership; Organizational Behavior, Corporate Ethics; Labor Relations; Human Resources Management; Business Law)

## **Bar Admissions**

- Arizona
- California
- Nevada

## **Court Admissions**

- Supreme Court of Arizona
- Supreme Court of California
- Supreme Court of Nevada
- United States Supreme Court
- United States Court of Appeals, Ninth Circuit