

Neil M. Alexander

Shareholder
Co-Chair, Contingent Workforce Practice Group

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Practice Areas

Staffing and Contingent Workers
Leaves of Absence and Disability Accommodation
Complex Litigation and Jury Trials
Discrimination and Harassment
Competition and Trade Secret Law

Overview

Neil M. Alexander is a shareholder at Littler Mendelson in the Phoenix office and serves as Co-Chair of the Contingent Workforce Practice Group. He is a trial attorney who regularly defends companies against claims involving:

- Wrongful termination
- Unfair competition and trade secret violations
- Non-competition agreements
- Whistleblower and retaliation
- Harassment and discrimination
- Title VII
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act

Neil regularly appears in state and federal courts in Arizona and Nevada and before the Equal Employment Opportunity Commission, the Department of Labor, the Arizona Civil Rights Division and the Nevada Equal Rights Commission. His clients include:

- National retailers
- Insurance companies
- Call centers
- Professional employer organizations
- Financial institutions

- Healthcare clients

Neil's practice includes counseling clients on employment risk management for employee workforce or individual employee decisions, workforce design and maximizing contingent worker options while ensuring compliance, contingent workforce co-employment exposures, compliance with the ADA and the FMLA, and other legal issues.

Neil also regularly contributes to articles in newspapers and magazines and authors publications for national trade association newsletters. He has been interviewed on national radio and is frequently quoted in national and regional publications.

He is a frequent keynote speaker for national and state trade associations, client internal events and client appreciation events regarding employment law updates, contingent workforce issues, and employment law compliance related topics.

Professional and Community Affiliations

- Board Member / General Counsel, Arizona Society for Human Resources Management (SHRM) State Council
- Member, National Association of PEO's Legislative Advisory Council
- Former President, Federal Bar Association Nevada Chapter
- Former Board Chair, Maricopa Workforce Connections

Recognition

- Named, Top Arizona Lawyer - *Arizona Business Magazine*, 2009 and 2010

Education

J.D., University of San Diego School of Law, 1993

B.A., University of Washington, 1990

Bar Admissions

Arizona

Colorado

Nevada

California

Courts

U.S. Court of Appeals, 9th Circuit

Publications & Press

December 12, 2012

Medical Marijuana Dispensaries Are Now Operating in Arizona

Littler ASAP

October 1, 2012

Temporary Workers Reshaping Companies
NBIZ

September 14, 2011

Don't Believe Everything You Read: Recent 9th Circuit Decision on Same-Sex Domestic Partner Health Benefits in Arizona More Narrow than Reported
Littler ASAP

July 19, 2011

Arizona Medical Marijuana Law Update: State Files Lawsuit to Clarify Obligations Under the Act, and the Drug Testing Modifications Go Into Effect
Littler ASAP

May 27, 2011

U.S. Supreme Court Upholds Arizona Law Mandating Use of E-Verify and Penalizing Employers that Hire Undocumented Workers
Littler ASAP

May 2, 2011

Arizona Legislature Helps Clear the Haze for Employers Dealing with the Arizona Medical Marijuana Law
Littler ASAP

April 27, 2011

U.S. employers shift to temp workers
MarketWatch

April 12, 2011

UPDATE: What Arizona's Controversial Immigration Law Means for Employers
Littler ASAP

December 14, 2010

Term Limits for Contingent Workers: Urban Legend or Necessary Fix?
Littler Insight

November 24, 2010

Yes We Can[nabis]!: Voters Approve the Arizona Medical Marijuana Act
Littler ASAP

July 29, 2010

UPDATE: What Arizona's Controversial Immigration Law Means for Employers
Littler ASAP

December 28, 2006

Neil Alexander Notes Expense of New Document Retention Rules
Phoenix Business Journal

December 15, 2006

Arizona Adopts Sweeping Wage Reforms (Proposition 202)
Littler ASAP

April 30, 2006

Neil Alexander Advises Employers on the Heels of National Immigration Demonstrations
The Arizona Republic

February 19, 2006

Neil Alexander Comments on How the Increased Use of Methamphetamines is Affecting Arizona Employers
Phoenix Business Journal and MSNBC

August 29, 2005

Arizona Supreme Court Strikes Down Denial of Worker's Compensation Benefits Due to Presence of Alcohol or Drugs
Littler ASAP

August 31, 2004

Arizona Supreme Court Refuses to Enforce Arbitration Agreement Based on the Arizona Uniform Arbitration Act
Littler ASAP

Winter 2003

Legal Landmines of Employee Separations
The Corporate Counselor Maricopa County Bar Association

September 2002

Patriotism and Religious Discrimination in the Workplace
MPHRA Newsletter

November/December 1997

Negligent Hiring
HR Advisor, Legal & Practical Guidance

April 1997

Negligent Hiring, Training, Supervision, and Retention in Nevada
Nevada Lawyer

June 1996

The Five Biggest Mistakes Employers Make
Nevada Lawyer

Spring 1993

Trade Secrets

California Labor and Employment Law Quarterly

Speaking Engagements

October 25, 2012

Managing the Contingent Workforce in 2013

Littler Mendelson and Secure Talent, San Diego, CA

June 20, 2012

10 Myths and Realities of Contingent Work Arrangements: Useful Insights that Directly Impact Workforce Design Decisions

Littler Mendelson Webinar

May 10, 2012

No new taxes? Phooey! Government Agencies Attack Independent Contractor Relationships to Refill Depleted Coffers
The 2012 Executive Employer® Conference, Littler Mendelson, Scottsdale, AZ

February 8, 2012

Managing Employee Leaves of Absence and Requests for Intermittent Leave

Littler Mendelson, Phoenix, AZ

May 4, 2011

The ADAAA Final Regulations

Littler Mendelson, Phoenix, AZ

September 30, 2010

Employment Law Update

Littler Mendelson, Phoenix, AZ

September 17, 2010

Health Care Reform – What Does It Mean for Employers?

Littler Mendelson, Las Vegas, NV

November 19, 2009

Class Action Litigation in the Healthcare Industry

Littler Mendelson, Phoenix, AZ

March 18, 2009

Managing Leaves of Absence

Littler Mendelson, Phoenix, AZ

January 21, 2009

Preparing for the Employee Free Choice Act (EFCA) and Other Labor and Employment Law Initiatives
Littler Mendelson Webinar

Blog Posts

May 27, 2011

Supreme Court Upholds Arizona Law that Sanctions Employers for Hiring Illegal Workers, Mandates Use of E-Verify
Employment Law Update