

# STEPHANIE R. LEACH



## EMPLOYMENT LAW/LABOR LAW SPECIALIZATION

*Admitted in Florida, October 2001; Arizona, October 2005*

Over 20 years of experience, with a targeted emphasis in labor and employment law.

Wide range of in-depth knowledge in labor relations and collective bargaining, as well as federal, state, and local employment regulation, and common law employment issues.

Expertise in development of solid hiring practices, personnel policies and procedures, and contract negotiation with both unionized and non-unionized work places.

Actively directed all range of litigation (including mediation, conciliation, arbitration and litigation) of employment related issues, including employee contract, wage and hour, Title VII, ADEA, ADA, and workers' compensation issues.

Significant experience with for profit educational institutions regarding all employment-related issues.

- Employment Law
- Labor Relations
- Policy/Procedure Development
- Collective Bargaining
- Arbitration/Litigation
- Mediation
- Contract Negotiations
- Wage and Hour Expertise

## PROFESSIONAL EXPERIENCE

### Attorney

- Stephanie R. Leach, PLLC, January 2014 – present
- Snell & Wilmer, LLP, May 2008 – December 2013
- Steptoe & Johnson, LLP, August 2007 – April 2008
- Ogletree, Deakins, Nash, Smoak & Stewart, LLC, August 2005 – August 2007
- Miami-Dade County Attorney, September 2003 – September 2004
- Larson King, LLP, January 2003 – August 2003 and August 2001 – February 2002

### *Selected Accomplishments:*

- Successfully argued NLRB Board Appeal to Ninth Circuit, resulting in reversal of Board's Decision.
- Second-chaired employment discrimination trial, which resulted in defense mistrial.
- Assisted three clients through reduction in force of over 500 employees which resulted in no lawsuits.
- Implemented ADR policies for dozens of companies, resulting in substantial litigation cost savings.
- Participated in over 50 trials, arbitrations and mediations, all to successful satisfaction of clients.
- Represented the County in employee grievance and arbitration hearings, involving unionized workforce.
- Conducted company-wide training on wide range of topics related to labor and employment law.
- Drafted and negotiated employee agreements, confidentiality agreements, independent contractor agreements, non-disclosure agreements, settlement agreements and severance agreements.

### Law Clerk

- Supreme Court of Arizona, Law Clerk to Chief Justice Charles Jones, September 2004 – August 2005
- United States District Court, Southern District of Florida, Law Clerk to Judge Federico A. Moreno, 2002

### *Selected Accomplishments:*

- Managed multi-district class-action HMO litigation, including drafting opinion on motions for class certification.
- Prepared decision regarding death penalty appeal, which required review of entire record on appeal.
- Drafted order granting summary judgment for defendant employer in employee religious discrimination lawsuit.

### Adjunct Professor

Professor at Arizona Summit Law School (formerly Phoenix School of Law), May, 2013 – 2017

## EDUCATION

*University of Miami School of Law*  
Juris Doctor, Magna Cum Laude

*1998-2001*

*University of Florida*  
Bachelor of Arts, Political Science, Cum Laude

*1994-1998*