



L. Eric Dowell

Shareholder

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Location:

Phoenix (Office: 602-778-3718, Fax: 602-778-3750)

Education:

J.D., University of Missouri-Kansas City, 1987

B.S., University of Kansas, 1984

Practice Areas:

Traditional Labor Relations, Employment Law, Litigation, Workplace Safety and Health, Unfair Competition and Trade Secrets, Higher Education, Disability Access, Leaves of Absence/Reasonable Accommodation



Mr. Dowell is a Shareholder in the Phoenix office, and represents employers in both the private and public sector in the areas of labor and employment litigation and counseling. He assists employers on a wide variety of employment law matters involving employment discrimination, accommodating disabilities and family leave, sexual harassment, executive employment agreements, wrongful termination, employee training, investigation and discipline issues, workplace torts, personnel policies and manuals, corporate downsizing, trade secret/anti-piracy, non-compete agreements and unfair competition litigation and arbitration. He also handles matters with the EEOC, ACRD and OSHA. Mr. Dowell also counsels employers on how to stay compliant with federal and state laws and avoid wrongful termination, harassment and discrimination lawsuits. Finally, Mr. Dowell represents public and private college and university clients ranging from large, proprietary universities and technical institutes to public and private brick and mortar institutions in discrimination and retaliation claims by faculty and students and matters related to satisfactory academic progress, breach of contract, False Claims Act and consumer fraud, student drug testing, and student grievances. Mr. Dowell has written multiple articles on employment and business law and frequently speaks and trains on these topics as well.

Mr. Dowell has been singled out by *Chambers USA America's Leading Lawyers* as one of the top labor and employment law attorneys in the country for several years in a row. He was rated as one of the "Top Attorneys of Arizona" by *Arizona Business Magazine* and has been rated by peers as a "Southwest Super Lawyer" for several years.

Admitted to Practice:

Arizona
Missouri
U.S. District Court, District of Arizona
U.S. Court of Appeals, Ninth Circuit
Apache Tribal Court

Honors and Awards:

- *Best Lawyers in America* (2013 to present)
- *Southwest Super Lawyer* (2007 to present)
- AV rated by Martindale-Hubbell

Professional Activities:

- American Bar Association

- State Bar of Arizona

Speeches:

- State Bar of Arizona Continuing Legal Education – “Employment Law Practice and Trends from A Defense Perspective” – Phoenix – April 23, 2018
- State Bar of Arizona Continuing Legal Education - "Coffee & Cake: 50 Years of the Age Discrimination in Employment Act" - Phoenix - November 08, 2017
- Ogletree Deakins Seminar - "Managing Millennials And Combining The Generations For A Productive Workplace" - Scottsdale - October 20, 2017
- Ogletree Deakins Seminar - "Reel Ethics" - Phoenix - June 08, 2017
- Ogletree Deakins Workplace Strategies Seminar - "Your (Pay) Check is Not in the Mail – The Latest on Electronic Wage Payment Laws" - San Diego - May 05, 2017
- Strafford Publications Webinar – “Navigating Return to Work and Fitness for Duty Certification Challenges Under the FMLA and ADA” – November 22, 2016
- National Business Institute Employment Law: 2016 Comprehensive Guide - "Managing Employee Leaves of Absence" - Flagstaff - June 22, 2016
- National Business Institute Employment Law : 2016 Comprehensive Guide - "Utilizing Alternative Dispute Resolution Tactics in Employment Matters" - Flagstaff - June 22, 2016
- AZSHRM 2014 Employment Law and Legislative Conference - "Managing Leaves of Absence: Complex Compliance Issues" - Phoenix - February 26, 2014
- Ogletree Deakins Managing a Workforce 2014 - "Confidentiality Agreements, Noncompetes, and Prefrontal Lobotomies: How to Protect Your Trade Secrets and Goodwill When Employees Leave" - Scottsdale - October 4, 2013
- Arizona Association of Counties, 16th Annual Public Practice Legal Seminar – “Breaking Bad Leave Habits/I Know What You Did Last Summer” – Prescott – May 9, 2013
- Ogletree Deakins Seminar – “Sexual, Racial and Other Workplace Harassment” – Phoenix – January 30, 2012
- Ogletree Deakins Workplace Strategies – “Employment Law Evidence” – Phoenix – June 17, 2011
- Ogletree Deakins Workplace Strategies Seminar – “Prove It! Persistent Challenges in Employment Law Evidence” – Chicago – May 11, 2011
- Arizona Labor & Employment Law Seminar – “Discipline and Discharge” – Scottsdale – September 24, 2010
- Triumph Group – “Employment Law 101” – Phoenix – September 1, 2010

- Ogletree Deakins Seminar – ADA Amendments – “The New FMLA Regulations – Clarity or More Confusion” – Phoenix – October 15, 2009
- Ogletree Deakins Labor & Employment Law Seminar – “FMLA in the Trenches – Practical Steps to Avoiding FMLA Abuses” – Phoenix – October 10, 2009
- PRIMA Seminar – “The ADA Amendments Act – What You Need to Know” – Prescott – July 30, 2009
- National Institute of Business Management – “Ask the HR Attorney” – Phoenix – July 2, 2009
- Arizona Healthcare HR Association – “Employment Law Update” – Phoenix – May 29, 2009
- Ogletree Deakins Workplace Strategies Seminar – “Conducting Successful Investigations in the Workplace” – Phoenix – May 8, 2009
- Ogletree Deakins Workplace Strategies – “Conducting Successful Investigations in the Workplace” – Miami – May 7, 2009
- Internal Affairs – “New Rules Force Employers to Evaluate Office Romance Policies” – Phoenix – January 8, 2009
- Sterling Education Services, Inc. – “Employment Law Update” – Phoenix – November 13, 2008
- Ogletree Deakins Seminar – “‘Reasonable’ Accommodation: How Much is Enough?” – Phoenix – November 13, 2008
- Ogletree Deakins Arizona Employment Law Seminar – “They’re Not Just Tooting Their Horns – Trends in Whistleblower and Retaliation Claims” – Phoenix – November 13, 2008
- ALA Education Seminar – “Dr. Love” – Phoenix – August 1, 2007
- ALA Program – “Internal Affairs” – Phoenix – July 25, 2007
- Arizona State Bar – “Retaliation Under the FMLA and ADA” – Scottsdale – June 29, 2007
- Ogletree Deakins Seminar – “Protecting Your Organization by Ensuring Compliance with ADA and FMLA Regulations: What to Do When a ‘Serious Health Condition’ is Also a ‘Qualifying Disability’” – Scottsdale – March 23, 2007
- ASPAA Conference – “Key Court Rulings from Around the Country” – Prescott – November 3, 2006
- State Bar of Arizona – “Pursuing and Defending ADA and FMLA Retaliation Claims” – Phoenix – June 16, 2006

Media Quotes:

- November/December 2013 - [AZ Business Magazine](#) - "Advice From The Experts"
- January 30, 2009 - [Phoenix Business Journal](#) - "Five Hot Topics for Employers in 2009"

- December 5, 2008 - [Phoenix Business Journal](#) - "Broader Disabilities Law Opens Door to More Worker Lawsuits"
- October 7, 2008 - [The Arizona Republic](#) - "2 File Separate Suits Against Bill Heard"
- October 7, 2006 - [The Arizona Republic](#) - "Family Members Make for Business Success"