



SpencerFane®

Robert M. (Rob) Warzel

Senior Associate

Contact

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Overview

Rob Warzel's practice encompasses all aspects of human resources counseling, employment litigation, and traditional labor law, helping businesses identify risks and equipping them with the tools necessary to minimize the time and resources spent on legal matters. He works with clients ranging from large enterprises to sole proprietorships in complex matters involving breach of contract, wrongful termination, discrimination, retaliation, fraud, negligence, and more.

Rob's specific industry experience includes mining, entertainment, transportation, construction, financial services, and agriculture.

Born and raised in Canada, Rob worked as a guard for the Canada Border Services Agency while pursuing his undergraduate degree in international business at Carleton University in Ottawa. He later earned his Juris Doctor from the Arizona State University Sandra Day O'Connor College of Law.

Education

- Arizona State University – Sandra Day O'Connor College of Law (J.D.), *cum laude*
- Carleton University (BCom)

Bar Admissions

- Arizona
- California
- Washington

Court Admissions

- U.S. District Court for the District of Arizona

- U.S. Court of Appeals for the Ninth Circuit

Community Involvement

- Desert Youth Hockey Association Jr. Sun Devils, Volunteer Coach
- Moot Alumni Association, Regional Representative

Distinctions

- *Best Lawyers in America*, Ones to Watch, 2024-2026
- *Southwest Super Lawyers*, Rising Star, Employment & Labor, 2025

Memberships

- Maricopa County Bar Association
- Colorado Bar Association
- Moot Alumni Association

Presentations and Publications

- "Legal Update," HR Executive Summit and Retreat, February 2025
- "Labor and Employment Law Update," Arizona Association of Corporate Counsel, February 2025
- "Pay it Forward: What Employers Need to Know in 2025 about Wage and Hour Law," Arizona SHRM Employment Law & Legislative Conference, February 2025
- "Anatomy of a Claim," Arizona SHRM Employment Law & Legislative Conference, February 2025
- "Employment Law Update," Marsh McLennan Agency Seminar, November 2024
- "Employment Law Update: What You Must Know in 2025", CONVERGE, October 2024
- "Multiple Laws, Multiple Standards: A Reasonable Accommodations Update," Arizona SHRM Employment Law & Legislative Conference, February 2024
- "The Bermuda Triangle: Navigating the Treacherous Waters of Leave Management," WorkSmarts Seminar, September 2023
- "ADA/FMLA and Mental Health," SHRM Arizona Annual Conference, August 2023
- "We Need to Talk About it in the Workplace: Addressing Mental Health Issues at Work," Association of Corporate Counsel (ACC) Arizona Chapter Meeting, November 2022
- "The "Amazing Race" against the DOL and the Ever Changing World of Independent Contractors," Spencer Fane WorkSmarts Seminar, September 2022