SpencerFane®

Robert M. (Rob) Warzel

Senior Associate

Contact

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Overview

Rob Warzel is a labor and employment attorney who helps employers navigate high-stakes workplace issues with clarity, practicality, and composure. He partners with medium and large employers to solve problems before they disrupt operations and to defend organizations when disputes arise.

Rob primarily focuses his practice on day-to-day employment counseling and litigation defense involving wage and hour claims, discrimination and harassment allegations, accommodation issues, workplace investigations, and employment policies and contracts.

Known for his steady presence under pressure and strong business sense, Rob approaches legal challenges the way his clients do: as operational problems that require practical, workable solutions. Whether guiding a sensitive internal investigation, advising on complex ADA accommodations, revising employee handbooks, or defending claims in court, he prioritizes strategies that minimize disruption while protecting the company's long-term interests.

Rob has led significant workplace investigations at all levels of an organization, provided on-site and embedded support for multi-state employers, secured complete defense victories at summary judgment, and represented clients through arbitration and trial. He also regularly trains managers and HR teams on compliance, prevention, and best practices to help clients reduce risk before it becomes litigation.

Originally from Canada, Rob often assists international employers with understanding the nuances of U.S. employment law. Clients value him not only for his legal acumen but for his demeanor. Known for remaining calm under pressure and bringing a steady hand to challenging situations, he approaches each matter as a business problem first and a legal problem second. He understands that workplace issues often involve sensitive personnel decisions, tight timelines, and reputational risk, and he prioritizes practical, efficient solutions that allow companies to move forward with confidence.

Rob's former position as a Canadian border services officer helped shape his calm, disciplined, and community-oriented approach to his practice.

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

- *AZ Big Media*, Emerging Leaders, 2026
- *Best Lawyers in America*, Ones to Watch, 2024-2027
- *PHOENIX Magazine*, Top Lawyers, Labor and Employment, 2025
- *Southwest Super Lawyers*, Rising Star, Employment & Labor, 2025-2026

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