FENNEMORE.



JANICE PROCTER-MURPHY

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Labor & Employment

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JANICE PROCTER-MURPHY

Janice practices in the areas of labor and employment law and civil appeals and is Chair of our labor and employment practice group. In her employment practice, she counsels employers on a variety of personnel matters and regularly trains employees on EEO and compliance issues. She also defends employers exclusively in litigation and administrative proceedings that allege employment discrimination, breach of contract, wage and hour violations, unfair labor practices, breaches of restrictive covenants and other employment-related torts.

Janice has briefed or argued over 200 appellate matters. She served as a member of the Appellate Handbook Committee responsible for drafting the Arizona Appellate Handbook for the State Bar of Arizona, as well as co-authored a chapter on Attorneys' Fees on Appeal for the Arizona Attorneys' Fees Manual.

Janice also serves as the firm's Associate General Counsel. She previously served on the State Bar of Arizona's Rules of Professional Conduct Committee, and now serves on the State Bar of Arizona's Ethics Advisory Group.

Away from work, Janice volunteers for the American Cancer Society.

EDUCATION

J.D., University of Michigan Law School, *cum laude*

B.A., University of Michigan, *cum laude*

AREAS OF PRACTICE

Labor & Employment

REPRESENTATIVE CASES

Griffis v. Pinal County, 483 Ariz. Adv. Rep. 20 (2007)

US West Communications, Inc. v. Ariz. Corp. Comm., 201 Ariz. 242, 34 P. 3d 351 (2001)

Hull v. Albrecht, 192 Ariz. 34, 960 P.2d 634 (1998)

Samaritan Foundation v. Goodfarb, 176 Ariz. 497, 862 P.2d 870 (1993)

Hughes v. Hughes, 177 Ariz. 522, 869 P.2d 198 (App. 1993)

AWARDS AND HONORS

Best Lawyers in America®, Appellate Practice, Employment Law – Management, Litigation – Labor and Employment, 2011-2027

Doyles, Leading Employment Lawyers (Employer Representation) – Arizona, 2026

Top Lawyer – Labor & Employment, *Phoenix Magazine*, 2026

Southwest Super Lawyers®, Employment and Labor, 2012-2019

Chambers USA, Leading Lawyers for Business, 2006-2011

AV® Preeminent™ Peer Review Rated (the highest rating available), by Martindale-Hubbell

ARTICLES AND PRESENTATIONS

Panelist, "Wait Wait … Don't Lawyer Me!", State Bar of Arizona, December 1, 2020

Speaker, "Ethics Café – ER 1.4," State Bar of Arizona, June 20, 2020

Speaker, "Families First Coronavirus Response Act", Fennemore Webinar, March 27, 2020

Co-author, "COVID-19: Health Plan Coverage For Furloughed Employees," Fennemore Client Alert, March 26, 2020

Co-author, "Understanding the Emergency Family Medical Leave Expansion Act and Emergency Paid Sick Leave in the Families First Coronavirus Response Act," Fennemore Client Alert, March 20, 2020

Co-author, "Frequently Asked Questions About the Coronavirus in the Employment Setting," Fennemore Client Alert, March 17, 2020

Speaker, "Protecting the Client and Serving the Public in the Digital Age," 2017 State Bar of Arizona Annual Convention, June 15, 2017

Author, "Attorneys' Fees on Appeal," *Chapter Nine, Arizona Attorneys' Fees Manual, 3d Ed.*

Author, "Attorneys' Fees," *Chapter Eleven, Arizona Appellate Handbook, Vol. 1, 3d and 4th Ed.*

Author, "Superseding and Staying Judgments," *A National Compendium: Arizona Chapter*

PROFESSIONAL AND COMMUNITY ACTIVITIES

Member, State Bar of Arizona Ethics Advisory Group

Member, Labor and Employment Section, State Bar of Arizona

Member, Appellate Handbook Committee, State Bar of Arizona

Member, Appellate Section, State Bar of Arizona

Corporate Sponsorship Chair, American Cancer Society's Central Phoenix Relay for Life

ADMISSIONS

Arizona

Colorado

Nevada

Washington

U.S. Court of Appeals, Ninth Circuit

U.S. Supreme Court