



Elizabeth A. Schallop Call

Of Counsel
bcall@steptoe.com

201 E. Washington Street
Suite 1600
Phoenix, AZ 85004

+1 602 257 5208 direct
+1 602 257 5299 fax

Areas of Practice

- Employment Advice & Litigation
- ERISA, Labor & Employment

Education

- University of California, Hastings College of Law, J.D., *magna cum laude*, 1995, Order of the Coif
- Boston University, B.S., *summa cum laude*, 1989

Bar & Court

Admissions

- Arizona
- US District Court of Arizona
- US Court of Appeals, Ninth Circuit

Elizabeth A. Schallop Call is of counsel in the Phoenix office of Steptoe, where she is a member of the Labor and Employment group.

Employment Litigation and Counseling

Ms. Call represents employers in the defense of lawsuits alleging violations of employment discrimination statutes, contracts, and various common-law employment rights in federal and state courts, including class actions. Her litigation experience includes issues under Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Employee Retirement Income Security Act, and various related state and federal statutory and common law claims.

Ms. Call is experienced in counseling management personnel on employment matters such as benefits, hiring, discipline, termination, investigation of complaints, and wage and hour issues. Ms. Call regularly counsels clients regarding the proper classification of their employees under the exemptions of the Fair Labor Standards Act, and federal, state, local and common law governing employee versus independent contractor status.

Ms. Call also represents employers before the Equal Employment Opportunity Commission, the Department of Labor and other state and federal agencies in administrative matters involving discrimination charges, and wage and hour complaints.

OFCCP Practice

Ms. Call represents and assists employers on a national basis with Affirmative Action issues, and all aspects of compliance reviews and negotiations before the Office of Federal Contract Compliance. Ms. Call is experienced in counseling employers in a broad range of industries on affirmative action compliance and strategies, including the preparation of affirmative action plans and reporting obligations required by federal, state and local laws.

Select Seminars & Events

11th Annual Labor Relations Conference, May 2, 2014, (*Co-sponsored by Steptoe and the Arizona Society for Human Resource Management*)

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Tenth Annual Labor Relations Conference, May 3, 2013, *Co-Sponsored by the Arizona Society for Human Resource Management and AzBusiness Magazine*

"What Does Your Data Say? - Defending An EEOC/OFCCP Statistical Analysis of Your Employment Practices," Arizona Industry Liaison Group (AZilg) Compliance Conference, November 16, 2012

Step toe Employment Law Seminar, September 19, 2012, *Co-Sponsored by AZilg, Pacific Region*

Ninth Annual Labor Relations Conference, May 4, 2012, *(A Step toe-Sponsored Event)*

"Cleaning Up Internal Compliance Practices," *Arizona Affirmative Action Association (Quad A) 37th Annual Conference*, Phoenix, AZ, April 17, 2012

Selected Publications

ALERT: Arizona Employers In Haze About Effects Of Medical Marijuana In The Workplace
January 3, 2011

When Difficult Times Call For Drastic Measures - Reducing Your Workforce While Minimizing Risk
Live Audio Stream
February 26, 2009

When Difficult Times Call for Drastic Measures - Reducing Your Workforce While Minimizing Risk
Written Material
February 26, 2009

Ledbetter Act Opens Door For More Pay Discrimination Claims
February 2, 2009

The Americans With Disabilities Act Amendments Act - What Does It Do?
December 11, 2008

Arizona Trial Handbook
1997

Arizona Chamber of Commerce Guide to Arizona & Federal Employment Law
1996

Professional Affiliations

State Bar of Arizona, 1995

Legal Counsel, Arizona Affirmative Action Association