



Joseph T. Clees

Shareholder Phoenix

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Joe Clees is a shareholder in the firm's Phoenix office and a member of the firm's Board of Directors. Mr. Clees represents employers throughout the United States in employment litigation and labor relations. He also counsels clients on a wide array of state, federal and tribal compliance laws. Joe has been singled out by *Chambers USA America's Leading Lawyers* as one of the top labor and employment lawyers in the country for many years and as a *Chambers USA Top Leader in his Field*. He has been applauded for his "integrity and common sense" as well as his "pragmatic style." Joe was honored as one of the "100 Most Powerful Employment Lawyers in America" by *HR Executive* magazine each year from 2009 to 2016. He was named an "Eminent Practitioner" by *Chambers* in 2014, 2015 and 2016 and he is ranked in the "Number 1" tier among Arizona employment lawyers by *Chambers*, and has been selected as one of *Arizona's Finest Lawyers*. In addition, Joe has been named a "Top 100" Lawyer by *Arizona Business Magazine* from 2015 to 2017.

In 2014, Joe was named a Fellow in The College of Labor and Employment Lawyers. He also has been recognized for several years as one of the *Best Lawyers in America* and honored as one of the *Best Lawyers in the United States*. Joe has been singled out as one of the "The Legal 500" nationally and the *Arizona Business Magazine* has recognized him as an "Arizona Business Leader" and one of the "Top Attorneys of Arizona." He also has been designated as a "Best of the Bar" by the *Phoenix Business Journal* and has been rated as a "Southwest Super Lawyer" for many years. He has been recognized as one of the "Top 50 Southwest Super Lawyers" from 2010 to 2015.

In 2016, Joe was honored as the "Phoenix Lawyer of the Year" for Labor Law-Management by *Best Lawyers* and in 2013 was "Phoenix Lawyer of the Year" for Employment Law-Management. He has served as the Chair of the Executive Committee of the State Bar of Arizona's Employment and Labor Law Section, a member of the Board of Directors of the Arizona Affirmative Action Association and Board of Directors of the Metro Phoenix Human Resources Association (SHRM). He is employment law counsel to many industry and trade groups and he regularly speaks on labor and employment law topics, both regionally and nationally.

Admitted to Practice

- Arizona
- Arizona Court of Appeals
- Arizona Supreme Court
- U.S. District Court, District of Arizona
- U.S. Court of Appeals, Ninth Circuit
- U.S. Supreme Court

Education

- J.D., Villanova University, 1984
- B.A., magna cum laude, Dickinson College, 1981

→ Apache Tribal Court