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Dee R. Giles

PARTNER

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“Employers make up one of the pillars of our economy. I try to help them avoid and resolve wage-and-hour challenges and other issues related to the federal Fair Labor Standards Act. I work hard to achieve optimal legal results for my clients and to ensure that they understand the legal issues along with the practical impact of their decisions. I am energized when I develop successful strategies with my clients, especially when those strategies avoid future problems that distract them from pursuing their core business purpose.”

A multi-year Super Lawyers Rising Stars honoree, Dee Giles advises and defends employers in administrative and litigation matters initiated by federal and state government regulators. His focus on wage-and-hour and FLSA issues encompasses minimum wage, overtime pay, employee and independent contractor misclassification, exempt-employee determination, and mandatory paid sick leave compliance. He also counsels employers regarding at-will employment and Family Medical Leave Act (FMLA) issues.

Dee has a diverse legal and work background that allows him to see legal issues from a business and employer perspective and to offer practical analysis and solutions. His legal background includes a broad range of legal disputes, including commercial landlord-tenant issues, real estate litigation, and estate and trust litigation.

Prior to joining Schneider & Onofry in 2007, Dee spent two years as a law clerk at the Capital Habeas Unit of the Federal Public Defender, where he did appellate work for individuals under sentences of death.

Dee is committed to giving back to the community and to active community involvement. He is a proud Eagle Scout and continues to serve in various leadership positions with the Boy Scouts of America, including current service as a scoutmaster. He is actively involved in other community and church service. When he is not at work, he enjoys spending time with his wife and their four children. He loves camping, hiking, skiing and many other outdoor activities. He is a running enthusiast and has competed in multiple marathons.

PRACTICE AREAS

Employment Law
Administrative Law
Adoption
Commercial Litigation
Real Estate Litigation
Estate and Trust Litigation

HONORS AND AWARDS

Super Lawyers Rising Stars, 2014-2017
AV Preeminent™ Peer Review Rating, Martindale-Hubbell®

PROFESSIONAL MEMBERSHIPS

State Bar of Arizona
Maricopa County Bar Association
J. Reuben Clark Law Society

ARTICLES

"COVID-19: Important Information for Arizona Employers," Schneider & Onofry News, April 2020

PUBLICATIONS

"Negligent Misrepresentation" (chapter author), Arizona Tort Law Handbook, 2012

BAR ADMISSIONS

Arizona, 2007

EDUCATION

J.D., cum laude, James E. Rogers College of Law, University of Arizona, 2006: Arizona Journal of International and Comparative Law, Staff Writer (2004-2005), Notes and Comments Editor
B.A., Communications, Brigham Young University, 2002