

# Snell & Wilmer

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## Rebecca A. Winterscheidt

Partner | Phoenix

Tel. 602.382.6343

[bwinterscheidt@swlaw.com](mailto:bwinterscheidt@swlaw.com)

### Main Bio

Rebecca Winterscheidt has been practicing employment law and immigration law since 1983. She is a former co-chair of the firm's Labor and Employment Section and heads the firm's Immigration Practice. Rebecca regularly advises employers concerning employment discrimination, wrongful discharge, disability and family leave issues, breach of contract, whistleblowing and non-solicitation matters. She represents companies at all stages of employment disputes, including taking cases through the administrative stage, through discovery and, if necessary, to trial. Rebecca has tried several jury cases in both federal and state court.

In the immigration area, Rebecca has advised foreign clients on EB-5, EB-2 and other investment related visa opportunities in the United States. She works closely with other Snell & Wilmer attorneys in the tax and corporate areas to provide a team approach for foreign nationals interested in investing in the United States. Rebecca represents employers in obtaining non-immigrant visas including E-3, H1B, L-1, O, P, T, and TN visas. She also handles the green card process for employment & family based petitions. She also counsels companies on immigration "best practices" and handles I-9 audits and other compliance and worksite enforcement issues.

Rebecca serves as a private arbitrator and mediator of employment disputes. She also served as a volunteer mediator for the Arizona Civil Rights Commission.

Rebecca is a frequent speaker and trainer in numerous areas of personnel law including sex harassment, ADA, FMLA, layoffs, supervisor/manager leadership training and terminations.

### Education

- University of Kansas, School of Law (J.D.)
  - Order of the Coif
- Emporia State University (B.S., Public Affairs)

### Professional Memberships & Activities

- American Bar Association
  - American Bar Foundation, Fellow (2016-Present)
  - Labor and Employment Law Section, Member
  - Immigration Law Committee, Member

- American Immigration Lawyers Association, Member (1984-Present)
- National Association of Women Business Owners, Phoenix Chapter
  - President (1998-1999)
  - Board of Directors (2010-2011)

## Representative Presentations & Publications

- "['Tis the Season for H1-B Visas: The FY2021 Cap Lottery is Almost Here!](#)," Co-Author, Snell & Wilmer Legal Alert (February 7, 2023)
- "[Travel Ban Round Two](#)," Co-Author, Snell & Wilmer Legal Alert (December 3, 2021)
- "[Work Authorization Update—Relaxed Rules For E, L, and H Spouses](#)," Co-Author, Snell & Wilmer Legal Alert (November 29, 2021)
- "[COVID-19 Vaccine Requirements for Travel to the U.S. – Are Your Employees Ready?](#)" Co-Author, Snell & Wilmer Labor and Employment Law Blog (November 9, 2021)
- "Business Immigration Updates," Co-Presenter, 2021 Employment Law Tool Kit Two-Part Webinar Series: Session 1: Issues for All Employers (November 4, 2021)
- "[New Procedures for Employers Managing I-9 Forms](#)," Co-Author, Snell & Wilmer Legal Alert (July 13, 2021)
- "[USCIS Expands Premium Processing Program To Include Aussie E-3](#)," Co-Author, Snell & Wilmer Legal Alert (February 24, 2021)
- "Immigration: Another World Upended," Presenter, 2020 Employment Law Tool Kit Three-Part Webinar Series: Session 1: Issues for All Employers (October 20, 2020)
- "[The Changing Landscape of Business Immigration](#)," Episode Host, CalCurrent Podcast (October 15, 2020)
- "[EEOC Expands Mediation Program](#)," Author, Snell & Wilmer Legal Alert (July 13, 2020)
- "[Immigration Alert: Form I-9 Announcements](#)," Co-Author, Snell & Wilmer Legal Alert (April 29, 2020)
- "[Proclamation Suspending Entry of Immigrants](#)," Co-Author, Snell & Wilmer Legal Alert (April 23, 2020)
- "[Families First Coronavirus Response Act: Summary of the Employment Provisions of the New Law](#)," Co-Author, Snell & Wilmer Legal Alert (March 19, 2020)
- "[COVID-19: Dramatic Proposed Changes to the FMLA](#)," Author, Snell & Wilmer Legal Alert (March 15, 2020)
- "[H-1B Lottery Registration - New Process](#)," Co-Author, Snell & Wilmer Legal Alert (January 22, 2020)
- "[H-1B Cap: New Year, New Lottery System!](#)" Co-Author, Snell & Wilmer Legal Alert (December 10, 2019)
- Sexual harassment training for several clients (2017)
- "Interplay Between FMLA and FDA Workers Compensation," (State Bar Employment Section, 2017)
- "Cybersecurity and Data Privacy - 2015 Update," Presenter, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 12, 2015)
- "Privacy Panel," Panelist, State of Arizona - Security Conference (June 2012)
- Numerous speeches and presentations at professional national, state and local seminars, to human resource organizations and individual clients on all aspects of employment law. Rebecca is also a

frequent speaker on privacy and data security issues.

## **Professional Recognition & Awards**

- [State Bar of Arizona Employment & Labor Law Section's, Rogers/Hayden Outstanding Achievement Award \(2023\)](#)
- AZ Business Leader, AZ Business Leaders Magazine (2020-2021,2023)
- The Best Lawyers in America<sup>®</sup>, Immigration Law, Labor & Employment Litigation, Employment Law - Management (2005-2023)
  - Phoenix Lawyer of the Year, Immigration Law (2019)
- Chambers USA: America's Leading Lawyers for Business<sup>®</sup>, Labor & Employment (2006-2024); Immigration (2006-2011)
- Southwest Super Lawyers<sup>®</sup>, Employment & Labor (2007-2022)
  - Top 25 Female Attorneys (2013-2014)
- Top 100 Lawyers in Arizona, Employment Law, Litigation Law, AzBusiness Magazine (2015)
- Arizona's Top Lawyers, Immigration Law, AzBusiness Magazine (2014)

## **Community Involvement**

- University of Kansas School of Law Board of Trustees (Present)
- Habitat for Humanity, Volunteer
- St. Mary's Food Bank, Former Board Member
- Metro YMCA, Former Board Member
- Emporia State University Alumni Board of Directors, Member (2010-2013)

## **Bar Admissions**

- Arizona

## **Court Admissions**

- Supreme Court of Arizona
- United States District Court, District of Arizona