



Heidi Nunn-Gilman

Partner

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Practice Areas

- Appellate
- Corporate
- Labor & Employment
- Litigation

Admissions

- Arizona
- Oregon
- U.S. Court of Appeals of the Ninth Circuit
- U.S. Court of Appeals, Federal Circuit
- U.S. Supreme Court

Education:

- J.D. Lewis & Clark Law School 2005 (Summa Cum Laude)
- M.A. in Philosophy, University of Montana, 2000 (Summa Cum Laude)
- B.A. Ouachita Baptist University, 1998 (Summa Cum Laude)

As part of the Firms Labor and Employment and Litigation Practice Groups, Ms. Nunn-Gilman's practice focuses on human resource counseling and employment litigation. She has extensive experience handling employment immigration compliance strategies, including I-9s, E-Verify, ICE and worksite investigations and enforcement under the Legal Arizona Workers Act (LAWA) and similar state and local laws. Ms. Nunn-Gilman regularly advises clients on matters relating to labor and employment law, federal contractor compliance (including Affirmative Action, Davis-Bacon, and federal contractor E-Verify requirements), ADA, Title VII, FLSA, NLRB, FMLA, leaves, COVID-19 related issues, drug and alcohol, union matters, wrongful discharge, wage and hour laws for both public and private employers, employee handbooks, confidentiality and non-compete agreements, and executive agreements.

Ms. Nunn-Gilman has extensive experience creating employment handbooks, policies, and procedures. She develops I-9 audit and immigration compliance training programs for multi-state national corporations, and has created employee handbooks for numerous employers of various sizes and operating in multiple states. She regularly provides advice to federal contractors regarding multiple requirements of federal contracts, including Affirmative Action, federal contractor E-Verify requirements, and wage and hour requirements, such as the Davis-Bacon and Related Acts, and economic stimulus program requirements.

Ms. Nunn-Gilman also represents employers in obtaining employment-based visas for foreign nationals, including the H-1B, H-2B, TN, and L visas.

Publications and Speaking Engagements

- Contributing Editor, Arizona Human Resources Manual published by HR Simple
- Contributing Editor, Employment Verification: Immigration, Form I-9, and E-Verify, published by HR Simple
- Co-Author – Placing S.B. 1070 and Racial Profiling into Context, and What S.B. 1070 Reveals about the Legislative Process in Arizona, 43 Ariz. St. L.J. 523 (2011)
- Employee Privacy Laws: Arizona Practical Law