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## Christina M. Jepson

Shareholder | Salt Lake City

### Biography

For the past 27 years, Christina has partnered with clients to solve their labor and employment issues. She assists clients with the full spectrum of employment matters, including daily management of employment issues as well as litigation.

Christina served as the chair of the firm's Labor and Employment Department for 10 years and is the past chair of the Labor and Employment Section of the Utah State Bar. She is the director of Diversity, Equity and Inclusion (DE&I) director for the firm and regularly speaks in client and community forums on that topic. With her experience as an employment lawyer and as the Director of Diversity, Equity and Inclusion, Christina has the expertise to help clients build DE&I plans, implement plans and address issues.

Christina is recognized in:

- Utah Business Magazine, ranked as a "Legal Elite" in Employment and Labor Law, 2012 - 2023
- Intermountain States Super Lawyers: Ranked as one of the "Top 50 Women Lawyers," 2019 - 2022; also ranked as top attorney in Employment & Labor: Employer; and Employment Litigation: Defense, Business Litigation 2013-2014, 2016-2022
- Best Lawyers in America, ranked as a "Best Lawyer" in Employment Law - Management, 2014 - 2023
- Chambers and Partners USA, "Notable Practitioner" and top rankings, Labor & Employment Law, 2019 - 2023

Christina is also a member of the national and local Society for Human Resource Management (SHRM) and has spoken at multiple SHRM events.

Christina regularly represents employers in lawsuits and counsels employers in a variety of areas including:

### Contact information

801.536.6820

[cjepson@parsonsbehle.com](mailto:cjepson@parsonsbehle.com)

### Capabilities

Employment & Labor  
Employment Litigation  
Trade Secret Litigation

### Licensed/Admitted

Utah

U.S. Dist. Court, Dist. of Utah

U.S. Court of Appeals, 10th Circuit

U.S. Supreme Court

- Diversity and inclusion plans
- Sex discrimination and sexual harassment
- Age discrimination
- Religious discrimination
- ADA, disability and employee medical issues
- Wrongful termination
- Employment contracts and compensation
- Non-compete, confidentiality, and non-solicitation agreements
- Handbooks
- Social media in the workplace
- Fair Labor Standards Act (FLSA), overtime, exemptions, collective actions and wage issues
- Independent contractor issues
- Drug and alcohol testing
- FMLA and other leave issues
- Terminations and unemployment
- Union issues
- Investigations
- UALD and EEOC charges and audits
- Training for management and employees
- Benefits and ERISA
- COVID-19 issues including leave, safety, back to work plans and positive tests

Christina is an adjunct professor of law at the University of Utah S.J. Quinney College of Law. She has taught a litigation skills class for more than 14 years in the Juris Doctor program. She also teaches Labor and Employment Law in the Master of Legal Studies program. She is the past president of the University of Utah S.J. Quinney College of Law Board of Trustees.

Prior to joining Parsons Behle & Latimer, Christina served as a judicial law clerk to the Honorable David K. Winder, then Chief Judge of the United States District Court for the District of Utah, and the Honorable Stephen H. Anderson at the Tenth Circuit Court of Appeals. She graduated first in her class from the University of Utah S.J. Quinney College of law, where she also served on the Utah Law Review and competed for the National Moot Court Team.

Christina is a member of the American Bar Foundation Fellows.

## Experience

### Representing Software Company in Collective Action

Representing a dental software company in a collective action brought by independent contractors.

### Employment Counsel to Bio Research Company

Providing employment advice to a bio research company in the drug discovery space.

### Defending Client in FLSA Claims

Defending call center client against claims of violation of the Fair Labor Standards Act, Utah Wage Payment Act and Montana Wage Payment Act.

### Racial Discrimination Defense

Defending client against claims of race discrimination and national origin discrimination under Title VII, Section 1981 and breach of contract, breach of duty of good faith and fair dealing.

## Accomplishments

### Professional

*Best Lawyers in America*, Employment Law Management, 2014 - 2023

*Intermountain States Super Lawyers*: Ranked as one of the “Top 50 Women Lawyers,” 2019 - 2023; also ranked as top attorney in Employment & Labor: Employer; and Employment Litigation: Defense, Business Litigation 2013-2014, 2016-2022

Defense Research Institute (DRI), Utah Contributor to Fifty State Compendium, 2019 - 2020

*Chambers and Partners USA*, “Notable Practitioner” and top rankings, Labor & Employment Law, 2019 - 2023

*Utah Business Magazine*, “Legal Elite,” Labor & Employment, 2012 - 2023

Parsons Behle & Latimer

- Director, Diversity, Equity & Inclusion Department, 2020 - present
- Chair, Employment & Labor Practice Group, 2011 - 2020

Served on:

- Lateral Hiring Committee
- Web Design Committee
- Wellness Committee
- Opinion Letter Committee
- Recruiting Committee

## Academic

University of Utah, S.J. Quinney College of Law (J.D., 1995)

- Graduated 1st in the class
- Order of the Coif
- Named Outstanding Woman Law Graduate
- William H. Leary Scholar
- Winner of Law School Moot Court Competition
- Member of National Moot Court Team
- Best Brief and Best Oralist at Regional Moot Court Competition
- Member of Utah Law Review

University of Utah (B.S., 1992)

- Magna Cum Laude
- Phi Kappa Phi, Golden Key, and Pi Sigma Alpha Honor Societies.

## Associations

### Professional

Utah State Bar Leadership and Boards

- Chair, Utah State Bar Labor and Employment Section, 2014 - 2015
- Vice-Chair, Utah State Bar Labor and Employment Section, 2013 - 2014
- Treasurer, Utah State Bar Labor and Employment Section, 2012 - 2013
- Secretary, Utah State Bar Labor and Employment Section, 2011 - 2012
- Member, Utah State Bar Character and Fitness Committee, 2001 - 2010
- Member, Utah State Bar Association Summer Convention Committee 2015
- Member, Utah State Bar Association Spring Convention Committees 2013 - 2015

Society for Human Resource Management (SHRM)

Co-Chair, Development Committee, UCLI 2022

Pro Bono Attorney for Domestic Violence Victims, 2000 - 2010

Pre-Litigation Chair, Department of Professional Licensing, 2003 - 2005

Judge Pro Tempore, Third District Court Small Claims Court, 1997 - 2007

### Community

University of Utah S.J. Quinney College of Law

- Past president, Board of Trustees, 2021 - 2022
- President, Board of Trustees, 2019 - 2021
- President-elect, Board of Trustees, 2017 - 2019
- Member, Board of Trustees, 2008 - present
- Chair, Alumni Relations Committee, 2015 - 2017
- University of Utah Law School Search Committee for Career Development Director

- University of Utah Law School Search Committee for Dean of Academic Affairs

Adjunct Professor of Law, University of Utah Law S.J. Quinney College of Law, 2007 to present

Labor and Employment Law in Masters of Legal Studies Program

Pre-Trial Practice in JD Program, 2007 – present

Adjunct Faculty Service Award 2022

University of Utah Alumni Association Board of Directors Member, 2005 - 2008

- Chair and Member, Community Service Committee, 2006 - 2008
- Member, Development Committee, 2007 - 2008
- Member, Scholarships and Awards Committee, 2006 - 2007
- Member, Legislative Affairs Committee, 2005 - 2006
- Member, Athletics Advisory Council, 2005

Member, Visit Salt Lake Human Resource & Compensation Committee, 2021 - present

Member, Board of Directors, LiveOn.org, currently

Member of Board of Trustees, Visit Salt Lake, 2014 - 2018

Member, Board of Directors, Ballet West, 2012 - 2015

### **Pro Bono Clients**

Utah Film Center

Girls on the Run

Megan Blues Studios

Salt Lake City Arts Council

### **Political**

Member Utah Trafficking in Persons Taskforce Legal Subcommittee, 2016 - present

Democratic Party Sexual Harassment Committee, 2018 – 2019

### **Articles**

"Independent Contractors: Utah," *Practical Law*, August 4, 2023

"Leave Policy Language: Utah (2023)," *Tomson Reuters*, (March 17, 2023)

“Drug Testing Laws – Utah,” *Practical Law*, March 6, 2023

“Employment Claims in Release Agreements: Utah,” *Practical Law*, 2014 to present

“Anti-Discrimination Laws Utah, 2022,” *Practical Law*, Dec. 28, 2022

“Unionization Trending,” *Employment Law Update*, Dec. 13, 2022

“Employee Privacy Laws: Utah,” *Practical Law*, 2014 to present

“Hiring Requirements: Utah,” *Practical Law*, 2014 to present

“Wage and Hour Laws: Utah,” *Practical Law*, July 28, 2022

“SCOTUS Rules States Can be Sued Under USERRA,” *Employment Law Update*, July 15, 2022

“The Impaired Mobile Employee: What are the CMD’s Options?” April 30, 2022

“Drug Testing Laws: Utah,” *Practical Law*, Feb. 7, 2022

“Tenth Circuit Court of Appeals Rules that Computer Log-in Time for Certain In-Office Workers is Compensable Under Fair Labor Standards Act,” *Employment Law Update*, Jan. 11, 2022

“Workers’ Compensation Laws: Utah,” *Practical Law* 2021

“DRI Employment Law Compendium, Utah Section,” DRI Employment and Labor Law Committee, February 17, 2021

“SCOTUS Rules States Can Be Sued under USERRA Leave Policy Language: Utah,” *Practical Law*, November 2020

“Leave Policy Language: Utah,” *Practical Law*, Nov. 2020

See more at <https://parsonsbehle.com/people/christina-m-jepson>

## Presentations

“Hot Employment Law Topics for 2023,” University of Utah S.J. Quinney College of Law, Jan. 13, 2023

“Privacy In the Workplace: How Much Snooping is Legal and Proper?” Parsons Behle & Latimer Annual Employment seminar, Oct. 5, 2022

“Common Mistakes and Horror Stories,” WECon Utah SHRM Conference, Aug. 31, 2022

“Independent Contractors or Employees?” 34th Annual Parsons Behle & Latimer Employment Law Seminar, June 16, 2022

“The Impaired Mobile Employee: What are the CMD’s Options?” International Corporate Health Leadership Council, April 30, 2022

“Political Speech in the Workplace,” 33rd Annual Parsons Behle & Latimer Employment Law Seminar, Oct. 27, 2021

“Onboarding Talent Through Wellbeing and Inclusive Practices,” Utah State Bar, May 26, 2021

“Trends in Diversity, Equity & Inclusion Programs,” 32nd Annual Parsons Behle & Latimer Employment Law Seminar – Virtual, Nov. 10, 2020

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