

*Sean Monson is the chairperson of the firm's Employment, Labor & Immigration Law practice teams. He defends employers against discrimination and wrongful termination claims, represents clients in non-compete cases and advises clients regarding best practices to avoid litigation in the future.*



### Contact information

801.536.6714

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

### Capabilities

Business & Commercial Litigation

Banking & Financial Services

Employment & Labor

Employment Litigation

Real Estate

Real Estate Litigation

### Licensed/Admitted

Utah

## Sean A. Monson

**Employment & Labor Practice Area Co-Chairperson | Shareholder | Salt Lake City | Lehi**

### Biography

Sean A. Monson focuses his practice in employment counseling and litigation and real estate litigation and transactions. He has represented several large and small Utah businesses in litigation matters involving claims for wrongful termination, discrimination, covenants not to compete, WARN Act disputes, OSHA infractions, and labor disputes. He has represented title companies, businesses and individuals in real property transactions and litigation matters involving boundary, ownership, title insurance and priority of interest lawsuits. He has also represented companies in multimillion dollar real estate purchase and sale transactions as well as lending, development and leasing agreements. He has appeared before planning commissions and city councils on behalf of real estate developers regarding entitlement and zoning disputes throughout the Wasatch Front. He is the current chair of the Bountiful City planning commission.

### Experience

#### Representing Software Company in Collective Action

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

#### 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.

## Representing Dental Client in Collective Action

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

## Accomplishments

### Professional

Recognized in *Best Lawyers in America*

Recognized as member of Utah's Legal Elite by *Utah Business* magazine for multiple years in both employment and real estate.

### Academic

University of Michigan Law School (J.D., 1995)

Brigham Young University (B.A., summa cum laude, 1992)

## Associations

### Professional

Chair, Real Estate Section of the Utah State Bar

Member, Executive Committee, Litigation Section of the Utah State Bar

On the Board of the Northern Utah Human Resource Association

### Community

Member of Board of Directors, Davis County Citizens Committee Against Violence

Volunteer, Davis County Attorney's Office Protective Order Project

## Articles

Regular contributor to the Parsons Behle & Latimer Employment Law Update (email newsletter)

Black Lives Matter, My Body My Choice, Make America Great Again: The Thorny Path of Navigating Political Speech at Work September 6, 2022

Utah Business Magazine

Is COVID-19 a Disability Under the ADA? It Depends, February 8, 2022

U.S. Court of Appeals for the Sixth Circuit Lifts Stay of Vaccine Mandate; OSHA Extends Compliance Deadline, December 20, 2021

Utah Responds to the Federal Vaccine Mandate: The New State Rule, November 12, 2021

New Federal Mandates Regarding COVID-19 Vaccination and Testing Are Coming, September 10, 2021

See the Latest EEOC Guidance For Employee Covid-19 Vaccinations In A "Utah Business Magazine" Article by Labor And Employment Department Chair Sean Monson, July 29, 2021

EEOC Issues Updated Guidance Regarding COVID-19 Vaccinations and the Workplace, May 28, 2021

Vaccines: Mandatory or Voluntary for Employees?, February 4, 2021

New COVID Relief Statute: Second Round of PPP Loans, Extension of FFCRA Leave Rights, and Tax Code Changes, December 23, 2020

Dealing With “Remote” Teleworking Employees: Best Practices for Teleworking, September 15, 2020

Treasury Department Clarifies Payroll Tax Deferral Executive Order, September 9, 2020

A Portion of Payroll Taxes May Be Deferred for the Vast Majority of Workers Beginning Sept. 1, 2020, and Continuing Through Dec. 31, 2020, August 29, 2020

Supreme Court Limits Protections for Employees Working for Religious Schools, July 14, 2020

Salt Lake County Extends Face Covering Order to Aug. 20, 2020, July 7, 2020

Salt Lake County and Summit County Require Individuals to Wear Face Coverings, July 1, 2020

Looking Forward: How to Manage Your Workforce In 2020 and Beyond, June 30, 2020

Title VII Covers LGBTQ Employees, June 30, 2020

PPP Loan Program Modified – More Time to Spend, Fewer Restrictions on Spending, June 5, 2020

Strategies on aching the SBA’s new PPP Loan Forgiveness Application, May 18, 2020

What to Do with Employees at High Risk for Serious COVID 19 Illness: The ADA and Return to Work, May 12, 2020

Liabilities When Re-Opening: Steps to Minimizing the Risks, April 28, 2020

Re-opening for Business: Employers Should Begin Planning, Now April 14, 2020

You’ve Had a Chance to Catch Your Breath, Now What? Five Things Employers Should be Thinking About Right Now, April 9, 2020

CARES Act PPP Loans Interim Final Rule Released, April 3, 2020

Additional Guidance from the Department of Labor Including the Frequently Asked Question: “What is the ‘small business exemption’ under the Families First Coronavirus Response Act?”, March 30, 2020

Response Act Poster, Leave Policies and Shelter in Place Notices, March 30, 2020

Emerging Questions For Employers Under The Families First Coronavirus Response Act And Other Coronavirus Employment Issues, March 24, 2020

## Presentations

Winning the Case Before it Starts: Investigations, Documents and Lawyers, October 14, 2025

Parsons Behle & Latimer's 2025 Idaho Employment Law Seminar

I Have Seen This Movie Before . . . But I Am Not Sure How it Ends This Time, October 14, 2025

Parsons Behle & Latimer's 2025 Idaho Employment Law Seminar

Winning the Case Before it Starts: Investigations, Documents and Lawyers, April 8, 2025

Parsons Behle & Latimer/SHRM 2025 Salt Lake City Employment Law Symposium

I Have Seen This Movie Before . . . But I Am Not Sure How it Ends This Time, April 8, 2025

Parsons Behle & Latimer/SHRM 2025 Salt Lake City Employment Law Symposium

What’s Not to Like About Social Media in the Workplace?, October 23, 2024

Parsons Behle & Latimer 2024 Idaho Employment Law Seminar

The Current Status of DEI and What it Means for Your Business, October 23, 2024  
Parsons Behle & Latimer 2024 Idaho Employment Law Seminar

No Non-Competes for Exempt Independent Contractors, May 14, 2024  
Parsons Behle & Latimer/SHRM 2024 Salt Lake City Employment Law Seminar

SE Idaho SHRM Half-Day Employment Law Conference, Oct. 19, 2023

Preventing and Responding to Workplace Violence and the New HB 324  
Parsons Behle & Latimer/SHRM 35th Annual Employment Law Seminar

Regulatory Hot Topics, May 9, 2023  
Parsons Behle & Latimer/SHRM 35th Annual Employment Law Seminar

Remote Work in the Post-Pandemic Era, December 9, 2022  
American Bar Association Event

New Sharks in the Water: FLSA Collective Actions, October 5, 2022  
Parsons Behle & Latimer 10th Annual Idaho Employment Law Seminar

Everything You Want to Ask Your Lawyer But Are Afraid to Ask, October 5, 2022  
Parsons Behle & Latimer 10th Annual Idaho Employment Law Seminar

Common Mistakes and Horror Stories, August 31, 2022  
WECon Utah SHRM Conference

Everything You Want to Ask Your Lawyer But Are Afraid to Ask, June 16, 2022  
34th Annual Parsons Behle & Latimer Employment Law Seminar

Employment Arbitration Agreements: What Are The Good For?, June 16, 2022  
34th Annual Parsons Behle & Latimer Employment Law Seminar

Webinar -- New Vaccination Rule: What Does it Mean for Employers with More Than 100 Employees? A Lot!, November 10, 2021

Hot Employment Topics Session #2, October 28, 2021  
33rd Annual Parsons Behle & Latimer Employment Law Seminar

Hot Employment Topics Session #1, October 28, 2021  
33rd Annual Parsons Behle & Latimer Employment Law Seminar

Hot Employment Topics Session #2, September 22, 2021  
Parsons Behle & Latimer Ninth Annual Boise Employment Law Seminar

Hot Employment Topics Session #1, September 22, 2021  
Parsons Behle & Latimer Ninth Annual Boise Employment Law Seminar

Hot Employment Topics, August 25, 2021  
Parsons Behle & Latimer Utah County Employment Law Seminar

The Coronavirus "Response Act" – COVID-19 Relief and Tax Benefit Opportunities in 2021, January 14, 2021, Parsons Behle & Latimer Virtual CLE

Independent Contractor vs. Employee: The Devil's Bargain, November 10, 2020  
32nd Annual Parsons Behle & Latimer Employment Law Seminar

Trends in Employment Law Cases Related to COVID-19, November 10, 2020

32nd Annual Parsons Behle & Latimer Employment Law Seminar

PPP Loans: The CARES Act & Flexibility Act - What we Know to Date About Loan Forgiveness, July 14, 2020

Strategies on Acing the SBA's New PPP Loan Forgiveness Application, May 20, 2020

COVID-19: Returning to Work, May 13, 2020

Back in Business: Information Every Idaho Employer Should Know, May 13, 2020

Human Resource Association of Treasure Valley

What Every Employer Should Know Before Resuming Business in Utah, May 12, 2020

Visit Salt Lake

Back in Business: Information Every Idaho Employer Should Know, May 11, 2020

Idaho Technology Council

Reopening Utah's Restaurants: What Owners Need to Know, May 7, 2020

Salt Lake Area Restaurant Association

Employer Considerations To Successfully Reopen A Business, May 5, 2020

South Valley Chamber

Reopening Your Business: Meeting Opportunities and Challenges To Come Back Stronger, April 28, 2020

Families First Coronavirus Response Act: What It Does and How To Respond, March 23, 2020

*\*To view additional insights and related news items, visit [parsonsbehle.com/people/sean-a-monson#insights](https://parsonsbehle.com/people/sean-a-monson#insights)*