

Justin Palmer successfully manages high volume litigation for national clients and implements litigation strategies that meet goals to mitigate litigation risks and develop favorable law.



Justin B. Palmer

Shareholder | Salt Lake City

Biography

Justin B. Palmer is a litigator with more than 20 years' experience representing financial institutions and employers. He has significant experience managing high volume litigation for mortgage servicers. He also has significant experience defending employers in a wide array of disputes as well as advising employers on compliance with employment regulations.

Contact information

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Capabilities

Business & Commercial Litigation
Mortgage Servicing Litigation
Real Estate Litigation
Employment & Labor
Employment Litigation

Licensed/Admitted

Utah
U.S. Dist. Court, Dist. of Utah
U.S. Court of Appeals, 10th Circuit
U.S. Supreme Court

Experience

Wage Dispute and Collective Bargaining

Represented leading North American marketer of refined products in wage dispute involving collective bargaining agreement. Following two-day hearing, obtained decision in favor of client.

Successfully Represented Employer in Breach of Contract Case

Represented employer in fraud and breach of contract case brought by former employee. Obtained order from federal district court compelling arbitration. Arbitrator awarded summary judgment on all claims in favor of client.

Obtained favorable settlement for one of the world's largest staffing companies in a discrimination case

Represented one of the world's largest staffing companies in gender discrimination, harassment and retaliation case. Obtained favorable settlement following successful completion of discovery and extensive motion practice.

Lead Counsel for Global Electronics Provider in Litigation Cases

Lead counsel for global provider of electronic components and computing solutions in numerous commercial litigation cases in several jurisdictions, including federal courts in California, Florida, Illinois, Michigan, Missouri, Nevada, New York, Pennsylvania and Tennessee.

Represented Internet Company in Discrimination Case

Represented internet company in gender and age discrimination, harassment and retaliation case. Obtained order from federal district court compelling arbitration. Arbitrator awarded summary judgment on all claims in favor of client. Tenth Circuit affirmed district court's decision compelling arbitration.

Successful Federal Jury Trial Involving Fraud and Unlawful Trade Practices

Member of trial team in successful federal jury trial involving claims for fraud and violations of the Oregon Unlawful Trade Practices Act in which plaintiff sought over \$5 million in economic, non-economic, and punitive damages related to the servicing of her mortgage. Jury returned a complete defense verdict.

Favorable Settlement in Retaliation Case

Represented national staffing company in retaliation case brought by the U.S. Equal Employment Opportunity Commission. Obtained favorable settlement following successful completion of discovery and extensive motion practice.

Favorable Settlement in Wrongful Termination Case

Represented national insurance companies in wrongful termination, fraud and tortious interference case. Obtained favorable settlement following successful completion of discovery and extensive motion practice.

Breach of Contract in Worker's Compensation Management Company

Represented workers' compensation claims management company in case involving breach of non-competition/non-solicitation agreement. Obtained temporary restraining order in favor of client. Thereafter, the case settled on favorable terms.

Breach of Contract, Conversion and Retaliation

Represented trade exchange in a breach of contract, conversion and retaliation case. Obtained a voluntary dismissal of all claims against client after filing motion to dismiss.

Product Liability Case for National Manufacturer

Represented national manufacturers in product liability case. Obtained voluntary dismissals for both clients following successful completion of discovery and motion practice.

Favorable Settlement In Sexual Harassment Case

Represented national insurance company in sexual harassment and retaliation case. Obtained favorable settlement.

Favorable Settlement in Retaliation Case

Represented one of the largest snack food companies in the United States in religious discrimination and harassment case. Obtained favorable settlement.

Favorable Settlement In Sexual Harassment Case

Represented telephone directory publishing company in same-sex sexual harassment and retaliation case. Federal district court awarded summary judgment in favor of client.

Appellate Matters

Drafted and assisted with briefing for multiple state and federal appellate matters.

Accomplishments

Professional

Judicial Law Clerk to Justice Leonard H. Russon, Utah Supreme Court, 2000-2001

Selected as one of "America's Leading Lawyers for Business" (Utah) by *Chambers USA* (currently: Labor & Employment), 2010-2021

Recognized in Best Lawyers in America

Listed in *Utah Business Legal Elite* (Labor & Employment and/or Litigation), 2005–2007, 2011, 2016–2018, 2021

Listed in *Mountain States Super Lawyers*® (Employment & Labor), 2014–2018

Listed among *Rising Stars* (Employment & Labor), *Mountain States Super Lawyers*®, 2008, 2012–2013

Academic

University of Utah College of Law, J.D., 2000; Order of the Coif ; Utah Law Review, 1998-1999

University of Utah, B.A., 1997, cum laude

Associations

Professional

Member, Utah State Bar, Litigation and Labor and Employment Sections

Member, American Bar Association, Litigation Section

Professional

Past Board Member, Draper City Board of Adjustment

Past Board Member, Salt Lake County Recreation Advisory Board