

*For the past 28 years, Christina has partnered with large and small companies 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 M. Jepson

Shareholder | Salt Lake City

### Biography

Christina has dedicated her career to assisting employers in navigating the complex web of federal and state employment laws. Christina helps companies handle a variety of employment issues including conducting training, preparing agreements and policies, counseling regarding complicated employee issues, advising regarding terminations, and defending lawsuits. Christina brings creative approaches to difficult employee issues. Christina previously served as the chair of the firm's Employment & Labor Law department for 10 years and is the past chair of the Labor and Employment Section of the Utah State Bar. Christina is ranked as a top labor and employment lawyer by Chambers and Partners USA (Tier 1), Utah Business Magazine Legal Elite, Intermountain States Super Lawyers, and Best Lawyers in America.

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

- 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

### 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

- Fair Labor Standards Act (FLSA), overtime, exemptions, collective actions and wage and hour 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

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

### Wage and Hour Litigation

Christina has represented various companies (including a software company and call center) in wage and hour collective actions.

### ERISA Health Care Defense

Christina has represented employer insurance plans in ERISA lawsuits regarding denial of coverage for healthcare claims.

### Discrimination Litigation

Christina has represented numerous employers in defending charges of discrimination as well as lawsuits alleging discrimination including sex discrimination, race discrimination, religious discrimination and sexual harassment.

### Investigations

Christina has conducted investigations for private employers, public employers and universities.

### Employment Training

Christina has conducted employment training for private employers, public employers and universities.

## Medical Practices

Christina has represented medical practices and physicians regarding non-competes and other issues.

## Employment Contracts

Christina has represented a variety of companies with employment agreements across industries and sectors, including real estate and development, investment, mining, healthcare, dental, agriculture, medical device, tourism, entertainment, nutritional supplements, physician practices, call centers, bio health, manufacturing, software, consumer products and construction.

## 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 - 2024; also ranked as a top attorney in Employment & Labor 2013-2014, 2016-2024

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

Defense Research Institute (DRI), Utah Contributor to Fifty State Compendium, 2019 – 2023

Chambers and Partners USA, Tier 1, Labor & Employment Law, 2019 – 2023

Parsons Behle & Latimer

- Chair, Employment & Labor Practice Group, 2011 - 2020
- 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

Member, American Bar Foundation

## Utah State Bar Leadership and Boards

### Labor and Employment Section

- Chair, 2014 - 2015
- Vice-Chair, 2013 - 2014
- Treasurer, 2012 - 2013
- Secretary, 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-President, Utah Center for Legal Inclusion, 2023

Pro Bono Attorney for Domestic Violence Victims, 2000 - 2010

Pre-Litigation Chairperson, 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 Master 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

- Chairperson 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 (2024),” *Thomson Reuters*, (March 20, 2024)“Drug Testing Laws – Utah,” *Practical Law*, March 6, 2023“Employment Claims in Release Agreements: Utah,” *Practical Law*, 2014 to present“Anti-Discrimination Laws Utah,” *Practical Law*, 2014 to present“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. 2020See more at <https://parsonsbehle.com/people/christina-m-jepson>**Presentations**

“Navigating the ADA: Case Studies on Reasonable Accommodation,” Public Sector Human Resources Association - Utah Chapter, Feb. 7, 2024

“Navigating the ADA: Case Studies on Reasonable Accommodation,” Parsons Behle & Latimer 35th Annual Employment Law Seminar with SL SHRM, May 9, 2023

“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

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