

*Marci Rechtenbach is of counsel in Parsons' Employment Department. With two decades of experience, Marci helps employers navigate the complex framework of federal, state and local employment laws, create and implement legally compliant policies and practices, solve day-to-day problems and minimize the risk of litigation.*



## Marci B. Rechtenbach

Of Counsel | Salt Lake City

### Biography

Marci Rechtenbach's practice focuses on helping employers solve problems, be legally compliant and minimize the risk of litigation through proactive implementation of effective policies and practices. Marci assists employers with a broad range of issues, including state and federal laws regarding discrimination, harassment, retaliation, disability accommodation, employee leave under FMLA and paid sick leave laws, protected activity under the National Labor Relations Act, employee handbooks, employee discipline and wage and hour laws.

Marci has successfully defended clients in both state and federal district and appellate courts, as well as before administrative agencies including the Equal Employment Opportunity Commission, the Utah Anti-Discrimination and Labor Division, and the Department of Labor's Wage and Hour Division.

In addition to her work with employers, Marci co-authors regular updates focused on employment law issues, and provides training seminars for human resource professionals.

### Contact information

801.536.6883

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### Capabilities

Employment & Labor

### Licensed/Admitted

Utah

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

U.S. Court of Appeals, 10th Circuit

U.S. Court of Appeals, 11th Circuit

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## Accomplishments

### Academic

Brigham Young University, J.D. 1998

- Senior Editor, BYU Law Review
- Scholarly Legal Writing Award Recipient
- Finalist, Best Oral Argument, Moot Court Competition

Utah State University, B.A., 1995

## Associations

### Professional

Utah State Bar

Society for Human Resource Management

## Articles

NLRB General Counsel Releases Guidance on Severance Agreements, March 30, 2023

Employment Law Update, February 16, 2023

## Presentations

Employment Law Challenges of a Remote Workplace, June 16, 2022

34th Annual Parsons Behle & Latimer Employment Law Seminar

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