

Michael Judd's practice centers on competition and information. He guides clients through complex litigation in varied industries, including disputes related to employee mobility, antitrust and trade secrets. He also maintains a vigorous First Amendment practice in which he represents media organizations in their news-gathering efforts.



Michael Judd

Shareholder | Salt Lake City

Biography

Michael is a commercial litigator focused on competitive issues. His work includes employment litigation where he represents employers in cases related to employee movement, compensation and compliance with state and federal law, including the ADA, FLSA, and FMLA.

Michael's practice also includes complex business and intellectual-property matters, including trade-secret disputes, enforcement of restrictive covenants and anti-competitive business practices.

In his First Amendment practice, Michael also represents clients, including news media organizations, in matters that enable reporting and public oversight through access to government records, defense of defamation claims and similar legal issues.

Experience

Represented client against antitrust complaints (Sherman Act)

Parsons represented Ute Conference against anti-trust (Sherman Act Section 1 & 2) complaints regarding boundary rules for a youth football team. The plaintiffs also asked the federal court to enjoin the Ute Conference from enforcing boundary rules through a temporary restraining order (TRO). Parsons obtained a complete victory for the client. The judge declined to enter any aspect of the requested TRO and found for the client on likelihood of success on the merits, on irreparable harm and on the balance of harms.

Contact information

801.536.6648

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Capabilities

Antitrust & Competition

Appeals

Business & Commercial Litigation

Employment & Labor

Employment Litigation

Trade Secret Litigation

Licensed/Admitted

Utah

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Defended Client in Competitive Misconduct with Antitrust Issues

Defended a pharmacy services client in allegations of competitive misconduct with antitrust issues.

Nondisclosure, Nonsolicitation, Noncompetition Defense of Solar Sales Company

Defending a solar sales company in several lawsuits in Utah state and federal courts and Texas state court for competitive claims including nonsolicitation, nondisclosure and noncompetition claims.

Public Records Access Motion for Summary Judgment

Parsons' client The Salt Lake Tribune asked for copies of officer interviews from the City of West Jordan, as part of a project assembling a database of Utah police involved shootings. The city refused to release the records, and The Tribune challenged that access denial in an appeal to the district court. The court issued a ruling granting the Tribune's Motion for Summary Judgment and ordered West Jordan to turn over those records, with minimal redactions.

Accomplishments**Professional**

"Utah Legal Elite," *Utah Business Magazine*, Civil Litigation 2022

Mountain States Super Lawyers, Rising Stars, 2019–2023

Academic

University of Iowa, J.D.

- Editor in Chief of the Iowa Law Review
- Captained the Jessup Moot Court team
- Received the Dean's Award for Constitutional Law
- Earned a joint MBA at Iowa's Tippie College of Business

Princeton University & Brigham Young University, B.A, English, Economics

Associations**Professional**

Advisory Committee, Utah Rules of Appellate Procedure, Recording Secretary, 2019–present

Board Member, Utah Chapter, Federal Bar Association, 2020–present

Community

President, Alumni Association, The Waterford School, 2013 – present

Articles

NLRB Takes Its Foot Off the Gas on Noncompetes, July 8, 2026

AI Rules Are Moving Fast. How Can We Keep Up?, July 8, 2026

The EEOC Throws Away Its 40-Year-Old Affirmative-Action Map, July 8, 2026

The Charlie Kirk Fallout is Still an HR Problem, July 8, 2026

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TPS Is Temporary, and the Resulting Paperwork May Be Onerous, July 8, 2026

“Federal Court Sides with Whole Foods in Dress-Code Dispute Over Black Lives Matter Masks,”
Employment Law Update (Jan. 30, 2023)

Presentations

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

Policy Evolution: Changing Your Company’s Policies to Keep Up With Changing Times (April 8, 2025)

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

Remote Work — Managing the Perk That’s Become a Presumption (October 23, 2024)

Parsons Behle & Latimer 2024 Idaho Employment Law Seminar

Remote Work: Managing the Perk That’s Become a Presumption (May 14, 2024)

Parsons Behle & Latimer/SHRM 2024 Salt Lake City Employment Law Seminar

Salt Lake SHRM’s Annual Chapter Meeting (February 13, 2024)

“Every Case Really is a Story: Four State and Federal Caselaw Stories and Lessons,” Parsons Behle & Latimer 10th Annual Idaho Employment Law Seminar (Oct. 5, 2022)

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