

CHRISTINA M. JEPSON

*Shareholder, Employment Law
Diversity, Equity and Inclusion Director*

BIOGRAPHY

For the past 25 years, Christina has partnered with clients to solve their labor and employment issues. She assists clients with the full spectrum of employment issues, including daily management of employment issues as well as litigation. Christina served as the chair of the firm's Labor and Employment Department for more than 10 years and is the past chair of the Labor and Employment Section of the Utah State Bar. She is the director of Diversity, Equity and Inclusion (DE&I) for the firm and regularly speaks in client and community forums on that topic. With her experience as an employment lawyer and as the Director of Diversity, Equity and Inclusion, Christina has the expertise to help clients build D&I plans, implement plans and address issues.

Christina is recognized in:

- *Utah Business Magazine*, ranked as a "Legal Elite" in Employment and Labor Law, 2012 - 2020
- *Intermountain States Super Lawyers™*, ranked as one of the "Top 50 Women Lawyers," 2019 - 2020
- *Best Lawyers in America*, ranked as a "Best Lawyer" in Employment Law, 2013 - 2021
- *Chambers and Partners USA*, "Notable Practitioner" ranking, Labor & Employment Law, 2019 - 2020

Christina is also a member of the national and local Society for Human Resource Management (SHRM) and has spoken at multiple SHRM events.

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

- COVID-19 issues including leave, safety, back to work plans and positive tests
- Diversity and inclusion plans
- Sex discrimination and sexual harassment
- Age discrimination
- Religious discrimination
- ADA, disability and employee medical issues
- Wrongful termination



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PRACTICE AREAS

Employment & Labor

Litigation, Trials & Appeals

COVID-19 Response Team

LICENSED/ADMITTED

Utah

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

U.S. Court of Appeals, 10th Circuit

United States Supreme Court

- Employment contracts and compensation
- Non-compete, confidentiality, and non-solicitation agreements
- Handbooks
- Social media in the workplace
- Fair Labor Standards Act (FLSA), overtime, exemptions, and wage 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 has taught a litigation skills class for more than 10 years in the Juris Doctor program. She also teaches Labor and Employment Law in the Master of Legal Studies program. She is currently the 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.

ACCOMPLISHMENTS

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

Professional

Best Lawyers in America, Employment Law Management, 2014 - 2021

Intermountain States Super Lawyers, "Top 50 Women Lawyers," 2019 - 2020

Intermountain States Super Lawyers, Employment Defense, 2019 - 2020

Intermountain States Super Lawyers, Employment and Labor, 2013 - 2018

Defense Research Institute, Utah Contributor to Fifty State Compendium, 2019 - 2020

Chambers and Partners USA, "Notable Practitioner," Labor & Employment 2019 - 2020

Chambers and Partners USA, Labor & Employment, 2017 - 2018

Utah Business Magazine, "Legal Elite," Employment and Labor Law, 2012 - 2020

Parsons Behle & Latimer

Chairperson, Diversity and Inclusion Department, 2020

Chairperson, Employment & Labor Department, 2011 - 2020

Served on:

- Lateral Hire Committee
- Web Design Committee
- Wellness Committee
- Opinion Letter Committee
- Recruiting Committee

ASSOCIATIONS

Professional

Utah State Bar Leadership and Boards

Chair, Utah State Bar Labor and Employment Section, 2014 - 2015

Vice-Chair, Utah State Bar Labor and Employment Section, 2013 - 2014

Treasurer, Utah State Bar Labor and Employment Section, 2012 - 2013

Secretary, Utah State Bar Labor and Employment Section, 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)

Pro Bono Attorney for Domestic Violence Victims, 2000 - 2010

Pre-Litigation Chair, Department of Professional Licensing, 2003 - 2005

Judge Pro Tempore, Third District Court Small Claims Court, 1997 - 2007

Community

President, University of Utah S.J. Quinney College of Law Board of Trustees, 2019 - 2020

Member, Board of Trustees, University of Utah College of Law, 2008 - present

President-Elect, 2017 - 2019

Chair, Alumni Relations Committee, 2015 - 2017

Pre-Trial Adjunct Professor of Law, University of Utah Law School, 2007 - present

University of Utah Alumni Association Board of Directors Member, 2005 - 2008

Chair 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

University of Utah Law School Search Committee for Career Development Director

University of Utah Law School Search Committee for Dean of Academic Affairs

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

PRESENTATIONS

"Trends in Diversity, Equity and Inclusion Programs," Parsons Behle & Latimer 32nd Annual Employment Law Seminar - Virtual (November 10, 2020)

"Women in Business," South Valley Chamber of Commerce Webinar (June 16, 2020)

"Employment Issues and the Pandemic," University of Utah, S.J. Quinney College of Law Webinar (May 22, 2020)

Co-Presenter: "Back in Business: Information Every Idaho Employer Should Know," Human Resource Association of Treasure Valley (May 13, 2020)

Co-Presenter: "What Every Employer Should Know Before Resuming Business in Utah," Visit Salt Lake (May 12, 2020)

Co-Presenter: "Back in Business: Information Every Idaho Employer Should Know," Idaho Technology Council (May 11, 2020)

Co-Presenter: "Getting Utah Back to Business," Utah Manufacturers Association (May 7, 2020)

Co-Presenter: "Idaho's Stay Healthy Order: What Employers Should Know for a Successful Transition," Idaho Restaurant, Lodging and Retailers Associations (May 6, 2020)

Co-Presenter: "Utah Businesses Reopen: What Employers Should Know for a Successful Transition," Park City Chamber of Commerce (May 6, 2020)

Co-Presenter: "Employer Considerations to Successfully Reopen a Business," South Valley Chamber (May 5, 2020)

Co-Presenter: "Employer Considerations to Successfully Reopen a Business," Parsons Behle & Latimer Webinar (April 29, 2020)

Co-Presenter: "CARES Act and Families First Coronavirus Response Act - What the Acts Means to Your Business and How to Respond," Family-Owned Business Alliance Webinar (FOBA) (April 2, 2020)

Co-Presenter: "Families First Coronavirus Response Act," Webinar - WTC Utah (March 27, 2020)

Co-Presenter: "Families First Coronavirus Response Act," Parsons Behle & Latimer Webinar (March 23, 2020)

"Utah Employment Legal Update," IPMA-HR Utah Annual Conference (November 21, 2019)

"Telecommuting and Working Remotely," Southeast Idaho Chapter of SHRM Employment Law Update (October 17, 2019)

"Telecommuting: Legal Issues and Solutions," Parsons Behle & Latimer Boise Employment Law Seminar (October 10, 2019)

"Telecommuting: Legal Risks and Solutions," Utah SHRM Crossroads Conference (September 24, 2019)

"Telecommuting: Legal Risks and Solutions," Parsons Behle & Latimer Utah County Employment Law Seminar (August 28, 2019)

- "Flexible Work Arrangements," Parsons Behle & Latimer 31st Annual Employment Law Seminar (May 22, 2019)
- "Sexual Harassment in the MeToo Era," Women's Giving Circle Presentation at Dorsey & Whitney - Panel Speaker (May 2, 2019)
- "Best Practices for Addressing Sexual Harassment in the New #MeToo #TimesUp Environment," Southeast Idaho Chapter of SHRM Employment Law Seminar, Idaho Falls, Idaho (October 18, 2018)
- "Post-Investigation: Discipline, Retraining, Coaching and Remedies," Parsons Behle & Latimer Boise Employment Law Seminar (October 9, 2018)
- Symposium: "New Tools for a New Era: Sexual Harassment and the #MeToo Movement," Co-Sponsored by the S.J. Quinney University of Utah College of Law and Utah State Bar (September 25, 2018)
- "#MeToo in the Legal Workplace: A Panel Discussion of Gender, Inclusion and Diversity," Utah State Bar Annual Convention, Sun Valley, Idaho (July 27, 2018)
- "Best Practices for Addressing Sexual Harassment in the New #MeToo #Timesup Environment," Seattle Alumni Chapter of the University of Utah College of Law, Seattle, Washington (May 30, 2018)
- "Diversity and Inclusion in the Workplace - Legal Challenges," Parsons Behle & Latimer 30th Annual Employment Law Seminar (May 22, 2018)
- "Best Practices for Minimizing Sexual Harassment in the Workplace," KSL Jobs Lunch and Learn (April 25, 2018)
- "On Again, Off Again: Intermittent Leave Under the ADA and FMLA," Parsons Behle & Latimer Boise Employment Law Seminar (October 19, 2017)
- "ADA and the FMLA: Managing Intermittent Leave," SHRM Utah Human Resources State Council Crossroads Conference (September 2017)
- "Religion in the Workplace: Walking on Eggshells," SHRM Utah Human Resources State Council Crossroads Conference (September 2017)
- "To Compete or Not To Compete... That is the Legislation," Utah State Bar Litigation Section (May 26, 2016)
- "On Again, Off Again: Intermittent Leave Under the ADA and FMLA," Parsons Behle & Latimer 29th Annual Employment Law Seminar (May 25, 2017)
- "Pregnancy Discrimination Panel," Idaho Law Review Symposium (April 1, 2016)
- "New Developments and Legal Decisions in Employment Law 2015," Parsons Behle & Latimer Boise Employment Law Seminar (October 21, 2015)
- "Employment Law Compliance/Point and Counterpoint," 2015 Summer Convention - Utah State Bar, Sun Valley, Idaho (August 2015)
- "Employment Compliance Audits," Parsons Behle & Latimer 27th Annual Employment Law Seminar (April 28, 2015)
- "Pregnancy Accommodation: Have the Rules Changed?" Parsons Behle & Latimer Boise Employment Law Seminar (October 14, 2014)
- "Americans with Disabilities Act and Absence as an Accommodation," Lorman Seminar (June 12, 2014)
- "Recent Developments in Employee Background Checks," Parsons Behle & Latimer Employment Law Seminar (May 6, 2014)
- "Now It's Personal – Personal Liability for Employment Law Violations," Employer's Council Breakfast Briefings (April 23, 2014)
- "Creating Your Social Media Policy," Panel Presentation, Webinar presented by Management Innovation Excellence for Legal Aid (October 28, 2013)
- "The Defense of Marriage Act and Its Effects on Employment Law," Parsons Behle & Latimer Boise Employment Law Seminar (October 17, 2013)
- "Criminal Background Checks," Parsons Behle & Latimer Boise Employment Law Seminar, (October 17, 2013)
- "Social Media in the Workplace," Utah State Bar CLE Course (August 7, 2013)

"Documenting Discipline," Lorman Seminar, Salt Lake City (April 25, 2013)

"Expanded Employment Law Update: New Developments & Trends in Employment Law," Parsons Behle & Latimer Employment Law Seminar (April 9, 2013)

"Sexual Harassment Mock Training," Parsons Behle & Latimer Employment Law Seminar (April 9, 2013)

"Social Media in the Workplace," Utah State Bar Spring Convention (March 15, 2013)

"EEOC Guidance Regarding Criminal Background Checks," Lorman Seminar (November 9, 2012)

"New EEOC Guidelines Regarding Criminal Background Checks," Parsons Behle & Latimer Breakfast Briefing (June - July 2012)

"Expanded Employment Law Update: New Developments & Trends in Employment Law," Parsons Behle & Latimer Employment Law Seminar (May 2012)

"Trends in Social Media Issues and Policies in the Workplace," Lorman Employment Law Seminar (November 2011)

"An Overview of Discrimination Laws," Lorman Employment Law Seminar (November 2011)

"Trends in Internet, Social Media and Employee Privacy," Parsons Behle & Latimer Employment Law Seminar (April 2011)

"Employment & Social Media," And Justice For All CLE Seminar (October 2010)

"Managing Employee Use of Facebook, Twitter and Other Social Media," Parsons Behle & Latimer Employment Law Seminar (May 2009)

"Worker's Compensation," Lorman Employment Law Seminar (March 2009)

"Employee Handbooks," Parsons Behle & Latimer Employment Law Seminar (March 2009)

"Avoiding Discrimination Claims--Scenarios from Actual Court Cases," Lorman Employment Law Seminar (October 08, 2008)

"Employer Created Leave Policies," Lorman Employment Law Seminar (April 10, 2008)

"Terminations: Minimizing Risk," Parsons Behle & Latimer Employment Law Seminar (March 2008)

"EEOC Compliance in Utah," Lorman Employment Law Seminar (February 2008)

"Effective Use of Paralegals," Utah State Bar Fall Forum (November 2007)

"Women in Law," University of Utah College of Law (September 2007)

"Trends and Corrections in the Utah Courts of Appeals," Utah State Bar Annual Convention (July 2007)

"Religion in the Workplace," Parsons Behle & Latimer Employment Law Seminar (April 2007)

"Workplace Investigations," Parsons Behle & Latimer Employment Law Seminar (November 2006)

"Stopping the Criminals," Lorman Employment Law Seminar (August 2006)

"Employee Drinking: Minimizing Liability," Parsons Behle & Latimer Employment Law Seminar (April 2006)

"Drug and Alcohol Testing in the Workplace," Parsons Behle & Latimer Employment Law Seminar (April 2005)

"Avoiding Crucial Mistakes In Conducting Internal Investigations," Parsons Behle & Latimer Employment Law Seminar (April 2003)

"How to Conduct an Internal Investigation," Employers Council on Education (September 1999)

"Top Ten Mistakes to Avoid in Conducting an Internal Investigation," Parsons Behle & Latimer Employment Law Seminar (April 1999)

"Family Medical Leave Act," Employers Council on Education (April 1999)

"How to Conduct an Internal Investigation," Employers Council on Education (February 1999)

PUBLICATIONS

"Employment Claims in Release Agreements: Utah 2021," *Practical Law* (January 14, 2021)

"Leave Policy Language: Utah November 2020," *Practical Law* (November 11, 2020)

Co-Author: "Salt Lake County Extends Face Covering Order to Aug. 20, 2020," Parsons Behle & Latimer COVID-19 Response Resources (July 7, 2020)

Co-Author: "Salt Lake County and Summit County Require Individuals to Wear Face Coverings," Parsons Behle & Latimer COVID-19 Response Resources (July 1, 2020)

Co-Author: "Leave Policy Language: Utah," *Practical Law* (June 2020)

Co-author: "FLSA Requirements for Part-Time Telecommuters: When Must Employers Pay for Time Spent Commuting?" Parsons Behle & Latimer COVID-19 Response Resources (June 23, 2020)

Co-author: "Industry-Specific Guidelines for Re-Opening Construction and Manufacturing Businesses in Utah," Parsons Behle & Latimer COVID-19 Response Resources (June 2, 2020)

Co-author: "Industry-Specific Guidelines for Re-Opening Retail Establishments in Utah," Parsons Behle & Latimer COVID-19 Response Resources (June 2, 2020)

Co-author: "Industry-Specific Guidelines for Re-Opening Restaurants in Utah," Parsons Behle & Latimer COVID-19 Response Resources (June 2, 2020)

Co-author: "Industry-Specific Guidelines for Re-Opening the Hospitality Industry in Utah," Parsons Behle & Latimer COVID-19 Response Resources (June 2, 2020)

Co-author: "OSHA Issues New Enforcement Policies Regarding Workplace Inspections and Employer Recording Requirements for COVID-19," Parsons Behle & Latimer COVID-19 Response Resources (May 22, 2020)

Co-author: "What to Do With Employees at High Risk for Serious COVID-19 Illness: The ADA and Return to Work," Parsons Behle & Latimer COVID-19 Response Resources (May 12, 2020)

Co-author: "What Utah Employers Need to Know About Governor Herbert's Order Moving the Covid-19 Public Health Risk Status From Red To Orange," Parsons Behle & Latimer COVID-19 Response Resources (May 5, 2020)

Co-author: "The U.S. Department of Labor Cracks Down on Employers Not Providing Sick Leave Under the Families First Coronavirus Response Act," Parsons Behle & Latimer COVID-19 Response Resources (April 28, 2020)

Co-author: "COVID-19: Employers' Rights and Duties When Pandemic Spurs Protected Concerted Activity," Parsons Behle & Latimer Legal COVID-19 Response Resources (April 21, 2020)

Co-author: "Re-Opening for Business: Employers Should Begin Planning Now," Parsons Behle & Latimer COVID-19 Response Resources (April 14, 2020)

Co-author: "What Employers Need to Know About the CDC's Recent Recommendation to Wear Cloth Facemasks," Parsons Behle & Latimer COVID-19 Response Resources (April 14, 2020)

Co-author: "New Guidance from the Department of Homeland Security Allows Some Employers to Confirm Employees' I-9 Information Remotely During 'National Emergency'" Parsons Behle & Latimer COVID-19 Response Resources (April 7, 2020)

"Utah COVID-19 Restrictions as They Impact Employers," Parsons Behle & Latimer COVID-19 Response Resources (March 30, 2020)

Co-author: "Emerging Questions for Employers Under the Families First Coronavirus Response Act and Other Coronavirus Employment Issues," Parsons Behle & Latimer COVID-19 Response Resources (March 24, 2020)

Co-author: "Terminations, Layoffs and Warn Notices in the COVID-19 Crisis," Parsons Behle & Latimer COVID-19 Response Resources (March 19, 2020)

"Working During Crisis: Telecommuting Policies During the COVID-19 Pandemic," Parsons Behle & Latimer COVID-19 Response Resources (March 17, 2020)

"Utah Section of New Employment Law 2020," *DRI 2020 New State Employment Laws Compendium* (March 5, 2020)

"Going Green—Deciding to Not Test Applicants for Marijuana," Parsons Behle & Latimer Legal Briefings (December 18, 2019)

Co-Author: "Federal Government Raises Threshold Salary for Employees to Qualify for Exempt Status," Parsons Behle & Latimer Employment Law Alert (October 03, 2019)

"What Employers Can Do About Mass Shootings," Parsons Behle & Latimer Legal Briefings (August 29, 2019)

Co-Author: "Waving Goodbye to a Great Defense: Don't Do It," Parsons Behle & Latimer Legal Briefings (June 26, 2019)

Co-Author: "Updates on the EEOC's EEO-1 Form Reporting Requirements," Parsons Behle & Latimer Legal Briefings (June 26, 2019)

"Employee Privacy Laws: Utah," *Practical Law* (July 8, 2019)

Co-Author: "DOL Releases Proposed Salary Increase for Exempt Status," Parsons Behle & Latimer Legal Briefings (March 22, 2019)

"Valentine's Day and Romance in the Workplace," Parsons Behle & Latimer Legal Briefings (February 27, 2019)

"Wage and Hour Laws: Utah," *Practical Law* (April 30, 2018)

"Hiring Requirements: Utah," *Practical Law* (March 2018)

"Ground Rules: Three Major Employment Law Changes That May Impact Your Business," *Utah Business* (January 27, 2017)

"December 1st Deadline is Off for Now: New Overtime Rule on Hold," Parsons Behle & Latimer Client Alert (November 30, 2016)

"Utah Passes Law Requiring Accommodation of Pregnancy, Childbirth, and Breastfeeding," Parsons Behle & Latimer Newsletter (September 2016)

"Utah Legislature Passes Law To Limit Non-Compete Agreements to One Year," Parsons Behle & Latimer Newsletter (May 2016)

"New Developments Regarding LGBT Rights in the Workplace," Parsons Behle & Latimer Newsletter (January 2016)

Co-Author: "Drug Testing Laws: Utah," *Practical Law* (March 2014)

"Employment Claims in Release Agreements: Utah," *Practical Law* (March 2014)

"Anti-discrimination Laws: Utah," *Practical Law* (March 2014)

"Leave Laws: Utah," *Practical Law* (March 2014)

"Background Check Law: Utah," *Practical Law* (March 2014)

Co-Author: "Independent Contractors: Utah," *Practical Law* (March 2014)

"Interpreting Rules and Constitutional Provisions," *Utah Bar Journal* (March/April 2008)

"Recent Development: Sexual Harassment, Retaliatory Discharge, and Common-Law Causes of Action," *Utah Law Review* 389 (1994)