

LIZ M. MELLEM

Shareholder

BIOGRAPHY

Liz Mellem is a Parsons Behle & Latimer shareholder who concentrates her practice on complex commercial litigation and employment law. She represents companies in a wide range of employment and commercial issues including:

- Trade secret misappropriation claims;
- Sexual harassment investigations;
- Employee wrongful termination claims
- Ownership disputes
- Breach of contract claims

Liz focuses on creating innovative business solutions for her clients and zealously advocates for their interests from the beginning of a matter through resolution, including through trial.

An original member of Parsons Behle & Latimer's COVID-19 Response Team, Liz has been active since the onset of COVID-19 guiding her clients and the firm through the shifting landscape caused by the global pandemic and the related unique business and employment circumstances. Every business is being conducted differently in recent times, and Liz's practice is no exception. She holds the distinction of being lead counsel on one of the first virtual federal trials in Utah, conducted remotely through an online platform.

Liz has spent much of her career representing clients in both Utah and Montana by traveling between the two states. She is the managing shareholder of Parsons' Missoula office and is active in the local running and biking communities in Missoula.

ACCOMPLISHMENTS

Academic

University of Utah, S.J. Quinney College of Law (2010, J.D.)

Montana State University (2004, B.S.) Major: Sociology

Professional

Utah State Bar, 2010

United States District Court, District of Utah, 2010

State Bar of Montana, 2013



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PRACTICE AREAS

Employment Litigation
Business & Commercial Litigation
Employment & Labor
Litigation, Trials & Appeals
Products Liability Litigation
Securities Litigation
COVID-19 Response Team

LICENSED/ADMITTED

Utah

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

Montana

U.S. Dist. Court, Dist. of Montana

United States District Court, District of Montana, 2014

Mountain States Rising Star, 2014, 2018, 2019, 2020

ASSOCIATIONS

Professional

Utah State Bar Labor & Employment Section, Chair (2017 - 2018)

American Bar Association, Member (2010 - Present)

Community

Humane Society of Western Montana, Board of Directors, Member (2017 - present) President of Board (2020 - present)

Run Wild Missoula, Member (2013 - present)

PRESENTATIONS

Co-Presenter: "COVID-19 Vaccinations in the Workplace: Mandatory, Voluntary or None at All," Parsons Behle & Latimer Virtual CLE (February 10, 2021)

"Remote Working Considerations in the ERA of COVID-19" 32nd Annual Parsons Behle & Latimer Employment Law Seminar - Virtual (November 10, 2020)

Co-Presenter: "Strategies on Acing the SBA's New PPP Loan Forgiveness Application," Parsons Behle & Latimer Webinar (May 20, 2020)

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

Co-Presenter: "Moving Forward: Resuming Business in a Changed Environment," Missoula Economic Partnership (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: "Employer Considerations to Successfully Reopen a Business," Parsons Behle & Latimer Webinar (April 29, 2020)

"Considerations For Implementing A Parental Leave Policy," Parsons Behle & Latimer 7th Annual Idaho Employment Law Seminar (October 10, 2019)

"Considerations For Implementing A Parental Leave Policy," Utah SHRM Crossroads Conference (September 24, 2019)

"Considerations For Implementing A Parental Leave Policy," Parsons Behle & Latimer 31st Annual Employment Law Seminar (May 22, 2019)

"Workplace Dating Policies in the #MeToo Era," Parsons Behle & Latimer Annual Idaho Employment Law Seminar (October 9, 2018)

"It Only Takes One," Humane Society of Western Montana PetPro Conference, Non-Profit Management Track (September 16, 2018)

"Workplace Dating Policies in the #MeToo Era," Parsons Behle & Latimer 30th Annual Employment Law Seminar (May 22, 2018)

"Sexual Orientation Discrimination: What You Need to Know about the EEOC's Current Actions," Parsons Behle & Latimer Annual Idaho Employment Law Seminar (October 11, 2016)

"Sexual Orientation Discrimination: What You Need to Know about the EEOC's Current Actions," Parsons Behle & Latimer 28th Annual Employment Law Seminar (April 28, 2016)

"Employee Wellness Programs: Tips for Implementing a Wellness Program in Your Business," Parsons Behle & Latimer Annual Idaho Employment Law Seminar (October 21, 2015)

"Love Is In the Air, The Dangers of Workplace Romances and How to Protect Your Company from Liability," Parsons Behle & Latimer Annual Idaho Employment Law Seminar (October 14, 2014)

"Overlap of the ADA, FMLA & Workers' Compensation Law," Lorman Seminar (June 12, 2014)

"Love is in the Air: The Dangers of Workplace Romances and How to Protect Your Company From Liability," Parsons Behle and Latimer 26th Annual Employment Law Seminar (May 6, 2014)

"Tips for Creating Successful BYOD Policies," Parsons Behle & Latimer 25th Annual Employment Law Seminar (April 9, 2013)

PUBLICATIONS

Co-author: "New COVID Relief Statute: Second Round of PPP Loans, Extension of FFCRA Leave Rights, and Tax Code Changes," Parsons Behle & Latimer COVID-19 Response Resources (December 23, 2020)

"Montana Face Coverings Mandates," Parsons Behle & Latimer COVID-19 Response Resources (July 21, 2020)

Co-author: "Strategies on Acing the SBA's New PPP Loan Forgiveness Application," Parsons Behle & Latimer COVID-19 Response Resources (May 18, 2020)

"Montana Civil Cases Can Resume, But With Significant Restrictions," Parsons Behle & Latimer COVID-19 Response Resources (May 18, 2020)

Co-author: "Beware the Whistleblower: Avoiding Fraud Liability Under The PPP," Parsons Behle & Latimer COVID-19 Response Resources (May 12, 2020)

"Montana's Employers Can Open for Business – Sort of," Parsons Behle & Latimer COVID-19 Response Resources (April 28, 2020)

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

Co-author: "Top Nine Takeaways From New FFCRA Regulations," Parsons Behle & Latimer COVID-19 Response Resources (April 3, 2020)

Co-author: "Additional Guidance From the Department of Labor Including the Frequently Asked Question: What is the 'Small Business Exemption' Under the Families First Coronavirus Response Act?" Parsons Behle & Latimer COVID-19 Response Resources (March 30, 2020)

"Montana's 'Stay at Home' Directive From Governor Bullock," Parsons Behle & Latimer COVID-19 Response Resources (March 30, 2020)

"CARES Act: Emergency Appropriations," Parsons Behle & Latimer COVID-19 Response Resources (March 27, 2020)

"The Current State of Court Operations in Montana," Parsons Behle & Latimer COVID-19 Response Resources (March 24, 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)

"The Current State of Court Operations in Montana," Parsons Behle & Latimer COVID-19 Response Resources (March 17, 2020)

"Parental Leave Policies – What to Know and What to Consider," Parsons Behle & Latimer Legal Briefings (October 31, 2019)