



UTAH LOCAL GOVERNMENTS TRUST

**L E A D E R S H I P   C O N F E R E N C E**

**Thursday, March 17th, 9:00 A.M. - 1:00 P.M.**

**WELCOME**

*Steven A. Hansen, CEO*

**AVOIDING EMPLOYMENT SNARES**

*Heidi E. C. Leithead, Attorney at Law*

*Parr Brown Gee & Loveless*

*Salt Lake City, Utah*

**[ b r e a k ]**

**GRAMA: RECORDS AND MEETINGS**

**DON'T BREAK THE LAW!**

*Austin J. Riter, Attorney at Law*

*Parr Brown Gee & Loveless*

*Salt Lake City, Utah*

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**LUNCH**

# ***AVOIDING EMPLOYMENT SNARES***



**Heidi E. C. Leithead, Attorney at Law  
Parr Brown Gee & Loveless  
Salt Lake City, Utah**

Employers, both public and private, face increasing challenges in managing their work forces. The Department of Labor is proposing amendments to the Fair Labor Standards Act that will severely limit an employer's ability to classify an employee as exempt, thus exposing the employer to greater liability for overtime compensation. The National Labor Relations Board and the Equal Employment Opportunity Commission continue to challenge employer practices regarding social media policies, the use of confidentiality and non-disparagement provisions in settlement agreements, the classification and use of independent contractors, and joint employer liability concerns. Courts are seeing increased claims against public employers for due process termination violations, liberty interest claims for failure to grant name clearing hearings, and similar constitutional claims. Courts continue to expand the obligation of both public and private employers to accommodate both disabled and pregnant employees. And the Equal Employment Opportunity Commission has announced initiatives that demonstrate an increasing focus on equal pay issues. This session will focus on developments in the law that affect public employers and best practices to avoid or minimize potential liability to both current and former employees.

**Heidi E. C. Leithead, Attorney at Law**  
**Parr Brown Gee & Loveless**  
**Salt Lake City, Utah**

Heidi E. C. Leithead is a shareholder at Parr Brown Gee & Loveless in Salt Lake City. She focuses her practice on employment law, representing employers and management in counseling and training as well as complex litigation-related issues before federal and state trial and appellate courts and administrative agencies.

She received her B.A. degree, cum laude, from the University of Utah and went on to receive her J.D. degree in 1987 from the University of Utah S.J. Quinney School of Law, where she was awarded the Order of the Coif and Leary Scholar academic designations and served as a staff member and on the Board of Editors of the Utah Law Review.

In 2012, Ms. Leithead was appointed to the Board of Directors of the Workers Compensation Fund by Governor Gary R. Herbert, a position she continues to hold. In 2013, she was chosen as the Christine M. Durham Woman Lawyer of the Year. Ms. Leithead has been continually recognized by Mountain States Super Lawyers, Utah Business magazine's Utah's Legal Elite, Best Lawyers in America, and Chambers USA for her employment and labor experience. She also holds an AV rating from Martindale-Hubbell, the highest rating awarded by that publication.

# ***GRAMA: RECORDS AND MEETINGS DON'T BREAK THE LAW!***



**Austin J. Riter, Attorney at Law  
Parr Brown Gee & Loveless  
Salt Lake City, Utah**

Mr. Riter's presentation will focus on the "first principles" underlying Utah's Government Records Access and Management Act (GRAMA); recommended best practices for governmental compliance with GRAMA; and recent legislative, judicial, and other developments concerning GRAMA, including the present state of the law on the statute's application to electronic records and metadata.

**Austin J. Riter, Attorney at Law**  
**Parr Brown Gee & Loveless**  
**Salt Lake City, Utah**

Mr. Riter is a shareholder with the law firm of Parr Brown Gee & Loveless, P.C. in Salt Lake City, Utah. He specializes in First Amendment and media litigation, including open records and open meetings laws, access to court proceedings, defamation, privacy, and related issues. Mr. Riter is a periodic lecturer on federal courts and media law issues and, on various occasions, has served as an adjunct professor at the University of Utah College of Law. He also dedicates a significant portion of his practice to pro bono legal work, including helping to staff the Utah Freedom of Information Hotline at Parr Brown, which provides free legal assistance to Utah journalists, and representing plaintiffs in civil rights and wrongful conviction cases.