

# Matthew M. Durham

## Partner

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Salt Lake City – 801.933.4013



Matt defends Utah and western U.S. employers against employment discrimination, wrongful termination, and wage and hour claims — turning litigation risk into resolved disputes and workable workplace policies.

Matt Durham has spent his career on one side of the employment relationship: the employer's. Based in Salt Lake City, Matt litigates employment disputes in Utah state and federal courts, before the Tenth Circuit, and before administrative agencies across the western United States, defending against claims of discrimination, harassment, wrongful termination, wage and hour violations, drug testing, leave, noncompetition, workplace torts, benefits, and labor and occupational safety matters.

What sets Matt's practice apart is the combination of courtroom work and day-to-day counseling. He regularly advises employers on developing and implementing personnel policies and on complying with state and federal employment laws — helping them anticipate problems before they become lawsuits. When disputes do arise, he brings a practical, business-minded approach to resolving them efficiently.

Matt's litigation record spans a wide range of employment claims. He has won summary judgment in cases involving gender discrimination, race and age discrimination, religious discrimination, sexual harassment, retaliation, and invasion of privacy. He has also obtained temporary restraining orders to protect employers' trade secrets and enforce noncompetition obligations, and has successfully compelled arbitration — including before the Tenth Circuit — in discrimination and harassment matters.

Beyond individual disputes, Matt writes and speaks regularly on the employment law developments that matter most to Utah employers: the shifting federal landscape under new administrations, Federal Trade Commission (FTC) noncompete enforcement, Department of Labor (DOL) independent contractor rules, religious accommodation obligations following recent Supreme Court decisions, and the evolving treatment of

## Education

- University of Utah (J.D., 1992)
  - Articles Editor, *Utah Law Review*, 1991-1992
  - Order of the Coif
- University of Utah (B.A., 1989)

## Bar Admissions

- Utah
- Colorado

diversity, equity, and inclusion (DEI) programs at the state and federal level. He has been quoted in national outlets including the Wall Street Journal on these issues, reflecting the practical relevance his clients expect from his counsel.

Matt's Labor & Employment practice at Dorsey serves employers across Utah and the broader intermountain west, with particular depth in employment litigation and workplace policy counseling.

## Select Experience

- Advised large manufacturing company on sensitive misconduct investigations and executive employment terminations.
- Assisted accounting firm in a partner expulsion and employment termination. Represented firm in mediation resulting in favorable result.
- Represented client in a class action involving WARN Act claims. Advised on litigation strategy and represented client at the fairness hearing resulting in a favorable settlement.
- *Blackett v. Brainstorm, Inc.* (D. Utah): Granting summary judgment to dismiss gender discrimination and retaliation claims.

## Charitable & Civic Involvement

- Board of Trustees, S.J. Quinney College of Law at the University of Utah, 2019
- Board of Governors, Salt Lake Chamber of Commerce, 2017–present
- Board member, Utah Center for Legal Inclusion, 2016–present
- Member, Holladay City Council
- Past President, The Road Home Board of Trustees

## Languages

- Spanish

## Professional Affiliations

- Member, Labor and Employment Section, Utah State Bar and American Bar Association
- Member, Litigation Section, Utah State Bar and American Bar Association

## Court Admissions

- U.S. Supreme Court

## Accolades

- *Chambers USA*, Labor & Employment, Utah, 2005-2026
- *Mountain States Super Lawyers*®, 2010-2026
- *Best Lawyers in America*®
  - Employment Law - Management, 2008-2027
  - Labor Law - Management, 2008-2027
  - Litigation - Labor and Employment, 2008-2027

- *Best Lawyers® Lawyer of the Year*, Labor Law – Management, Salt Lake City, 2026
  - *Utah Business Magazine*, Legal Elite, 2023, 2026
  - Consistently providing pro bono legal assistance to those in need through Dorsey's Pro Bono program
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## Insights

November 20, 2024

**Do You Know What to Pay Your Work Force? New Decision Invalidates the Federal Contractor Minimum Wage Rule**

February 13, 2024

**Protecting the Protectors: In Murray v. UBS, the U.S. Supreme Court Articulates the New Standard for SOX Whistleblower Claims**

January 31, 2024

**Utah Legislature Enacts Comprehensive Prohibition on the Use of DEI in Public Education and in State Government**

January 29, 2024

**Salt Lake City's Matt Durham Featured in Law360, HR Dive Discussing DOL's Independent Contractor Rule**

July 11, 2023

**Dorsey Partner Matthew Durham on Employers Needing to Change Their Religious Accommodation Policies**

July 3, 2023

**Dorsey Partner Matthew Durham on Vax Mandate Suits Getting Lift from New Religious Accommodation Test**

June 21, 2023

**Dorsey Partners Matthew Durham and Briana Al Taqatqa Comment on Noncompete Bans**

June 1, 2023

**Utah 2023 Legal Elite**

April 17, 2023

**Dorsey Partner Matthew Durham on the Supreme Court Clearing Constitutional Challenges to Federal Agencies to Proceed in District Court**

March 14, 2023

**Dorsey Partner Matthew Durham Discusses the FTC Bringing Charges Over Noncompete Clauses**

February 2, 2023

**Non-competition Agreements under Scrutiny at State and Federal Level**

January 29, 2023

**Durham Discusses the FTC Proposal Banning Non-Competes**

January 17, 2023

**Dorsey Partner Matthew Durham on the FTC Plan to Ban Non-Competes - Wall Street Journal**