



Cheylynn Hayman

Shareholder

Cheylynn Hayman is a member of the firm's litigation group with an emphasis on employment law and employment defense.

With an eye toward helping clients avoid litigation issues, Ms. Hayman assists employers, both public and private, in developing effective employment policies, procedures, handbooks, and contracts. She has extensive experience with Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, and other federal, state and local discrimination laws. She also has expertise in the area of employment contracts, including executive employment agreements, non-compete and non-solicitation agreements, employee classification issues, and independent contractor agreements.

Ms. Hayman regularly counsels clients on employment defense strategies and other human resources matters. She conducts in-house training programs for supervisors and employers on topics including hiring and firing, disciplinary action, disability accommodations, sexual harassment, and other forms of discrimination. Ms. Hayman also is an experienced employment investigator and conducts privileged and independent investigations of employee complaints.

In addition to employment litigation, Ms. Hayman has specialized experience in commercial litigation involving multi-level marketing, network marketing, and direct-sales companies. She has assisted both distributors and companies in various disputes, including cross-recruiting cases, contract and policy matters, international jurisdiction conflicts, and product issues. In addition to litigation, Ms. Hayman advises network marketing companies on policies and procedures and contract drafting.

Ms. Hayman has assisted both companies and individuals with a broad range of other litigation matters, including temporary restraining orders and preliminary injunctions, contract negotiations and disputes, employee embezzlement, qui tam defense actions, and corporate governance and malfeasance.

CONTACT INFORMATION

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PRACTICE AREAS

Commercial Litigation Services

Appeals

Employment Litigation

Employment Law

Entertainment Law

Administrative and Regulatory

Election, Campaign, and Political Services

EDUCATION

▶ 2003, J.D., University of Utah, Order of the Coif, Traynor Moot Court Competition Finalist, Member, National Moot Court Team

▶ 2000, B.A., English, University of Utah, cum laude

BAR ADMISSIONS

- ▶ 2003, Utah
- ▶ 2005, U.S. District Court, District of Utah
- ▶ 2016, U.S. Court of Appeals, Tenth Circuit

PROFESSIONAL ACTIVITIES

- ▶ Appointments:
 - Judicial Conduct Commission (Member 2019-2021, Chair 2021-)
 - Ririe-Woodbury Dance Company Board of Trustees (2017-)
 - Centerville City Planning Commission (Member 2015-2019, Chair 2019-2021)
 - Aldon J. Anderson Inn of Court (Secretary 2017-2018, Vice-President 2018-2019, President 2019-2020)
- ▶ Utah State Bar
- ▶ American Bar Association
- ▶ Society for Human Resource Management (SHRM)

CLERKSHIPS

- ▶ Justice Matthew B. Durrant, Utah Supreme Court

Ms. Hayman also has acted as special counsel to the State of Utah in constitutional challenges to enacted legislation.

Ms. Hayman has been repeatedly recognized as one of **Utah's Legal Elite** by *Utah Business* magazine, including most recently in 2024 as one of Utah's top 100 legal elite lawyers.. Since 2022, she has been ranked as a top Utah lawyer for labor & employment law by *Chambers USA – Americas Leading Lawyers for Business*, and has been included in the 2020-2023 editions of *The Best Lawyers in America®* for Commercial Litigation, Employment Law-Management, and Litigation-Labor and Employment, and the 2008-2017 editions of Mountain States Super Lawyers.

In addition to her legal pursuits, Ms. Hayman is a strong supporter of dance and the arts. She is a former member of the University of Utah Crimson Line Dance Team and currently serves on the Ririe Woodbury Dance Company Board of Trustees. Ms. Hayman also is an admitted “dance mom” who has greatly enjoyed watching her daughter develop her own love and passion for dance.

Publications and Speaking Engagements:

- 📄 OSHA Emergency Temporary Standard
Update December 22, 2021
- 📄 New Utah Law Regarding COVID-19 Vaccinations & Testing
Update November 20, 2021
- 📄 Guidance Regarding Employees Returning to Work
Update May 5, 2020
- 📄 Department of Labor Guidance Regarding Federal Pandemic Unemployment Compensation Benefits
DOL Update April 7, 2020
- 📄 Department of Labor & Internal Revenue Service Guidance Regarding the FFCRA
FFCRA Update April 2, 2020
- 📄 Department of Labor Guidance Regarding Paid Sick Leave and FMLA Childcare Leave Under the FFCRA
FFCRA Update March 30, 2020
- 📄 Department of Labor Guidance Regarding Paid Sick Leave and FMLA Childcare Leave Under the Families First Coronavirus Response Act
FFCRA Update March 27, 2020
- 📄 First Round of Department of Labor Published Guidance Families First Coronavirus Response Act
FFCRA Update March 25, 2020
- 📄 Congressional Update: Families First Coronavirus Response Act
FFCRA Update March 19, 2020
- 📄 Dusting Off the Employee Manual
- 📄 Social Liability - Should Your Firm Have a Social Media Policy?

Walking a Fine Line: Avoiding Vicarious Liability for Supervisory Harassment

