



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 large and small employers in developing effective employment policies, procedures and handbooks. 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 the Uniformed Services Employment and Reemployment Rights Act. She has similar experience in the area of employment contracts, including executive employment agreements, non-compete and non-solicitation agreements, and independent contractor issues. Ms. Hayman counsels clients on employment defense strategies, and conducts in-house training programs for supervisors and employers on topics including hiring and firing, disability accommodations, sexual harassment, and other forms of discrimination.

Ms. Hayman has particular 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 also has experience assisting clients in a wide variety of complex commercial litigation matters.

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

Ms. Hayman is listed in the 2008-2017 editions of *Mountain States Super Lawyers*, and has continually been recognized as one of Utah's Legal Elite by *Utah Business* magazine. Most recently she has been recognized as one of the *Best Lawyers in America* in Commercial Litigation and Litigation-Labor and Employment by *Best Lawyers* for 2020, and 2021.

CONTACT INFORMATION

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PRACTICE AREAS

Commercial Litigation Services

Appeals

Employment Litigation

Employment Law

Entertainment Law

Environmental Litigation

Administrative and Regulatory

Election, Campaign, & 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

PROFESSIONAL ACTIVITIES

Appointments:

- Centerville City Planning Commissioner, Chair
- Judicial Conduct Commission, Member
- Ririe-Woodbury Dance Company Board of Trustees, Member

2019-2020 Aldon J. Anderson American Inn of Court, President

Utah State Bar

American Bar Association

Society for Human Resource Management (SHRM)

CLERKSHIPS

Justice Matthew B. Durrant, Utah Supreme Court

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 young daughter develop her own love and passion for dance.

Publications and Speaking Engagements:

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

