Holland & Hart



PRACTICES

Employment and Labor
Business Litigation

EDUCATION

University of Utah S.J. Quinney College of Law, J.D. (High Honors), 2025
Utah Law Review, Chief Executive Text Editor
CALI Excellence for the Future Award

University of Utah, B.A., 2022

BAR ADMISSIONS

Utah

COURT ADMISSIONS

U.S. District Court for the District of Utah

Parker Airmet

Associate

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Parker represents Utah companies in resolving employment and commercial disputes and in proactively managing workplace and business risks.

Parker's litigation practice focuses on employment matters including discrimination, harassment, and retaliation claims at the federal, state, and administrative agency levels. He also represents clients in complex business disputes, including breaches of fiduciary duty and partnership and LLC issues. On the counseling side, Parker advises clients on critical employment decisions and compliance issues, including accommodations and disability leave, employment and severance agreements, reductions in force, internal investigations, and restrictive covenant agreements. His approach emphasizes preventing disputes before they arise while resolving them efficiently and cost-effectively when litigation becomes necessary, allowing clients to focus on their core operations.

Prior to completing the firm's Summer Clerkship program, Parker gained valuable experience working as a judicial intern for Justice Paige Petersen of the Utah Supreme Court. Parker is fluent in Spanish.

EXPERIENCE

Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower

HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, Leaves
- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Employment / Severance Agreements
- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations

- Internal Investigations
- OSHA, Workplace Safety, and Emergency Response
- Pay Practices and Independent Contractors
- Policy Violations
- Workplace Privacy and Data Security

Unfair Competition

- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection / Enforcement

Union Issues

- Determining Bargaining Units
- Grievances and Arbitrations
- Negotiating Collective Bargaining Agreements
- Responding to Strikes and Picketing
- Union Elections
- Unfair Labor Practice Charges (ULPs)

Wage and Hour Compliance

- Audits
- Contractor Classification
- Policies and Procedures
- Response to Government Investigations

PUBLICATIONS

"Remote Workers and The Law: Critical Tips for Employers," *Salt Lake Business Journal*, November 14, 2025

SPEAKING ENGAGEMENTS

"2026 Salt Lake City In-House Counsel CLE," Salt Lake City, Utah, May 19-20, 2026

"Breakout Session: Ethics and Civility in a World of AI," *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Legal Developments for 2026: Part 3 | ADA and Pregnant Workers Fairness Act (PWFA)," *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

RECOGNITION

- *Utah Business Magazine*, 20 In Their 20s, 2025

PROFESSIONAL AND CIVIC AFFILIATIONS

- Young Alumni Association for the S.J. Quinney College of Law,

Board Member, 2025-present

- Aldon J. Anderson American Inn of Court, Member