



Mickell Jimenez

Partner

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Employers turn to Mickell for seasoned counsel to proactively handle labor and employment and litigation issues.

Mickell advises business owners and management on the full spectrum of employment issues that can impact an enterprise. She provides up-front guidance to help position businesses to effectively mitigate risk. When disputes arise, Mickell draws on her substantial experience in state and federal court to defend clients in litigation, administrative and regulatory hearings, and alternative dispute resolution forums.

Mickell brings 20+ years of experience serving as outside General Counsel to Cafe Rio, Inc. to help start-ups effectively manage the challenges and opportunities facing nascent businesses, particularly in the food and beverage industry.

PRACTICES

Employment and Labor
Trade Secrets and Non-Competes
Employment Litigation
Discrimination and Harassment
Wage and Hour
Disabilities and Leaves

INDUSTRIES

Food, Beverage, and Consumer
Products

EDUCATION

University of Utah College of Law, J.D.

University of Utah, B.S.
with Honors

BAR ADMISSIONS

Utah

EXPERIENCE

Accommodations, Disabilities, Leaves

Discrimination, Harassment, Retaliation and Litigation

Employment Litigation and Class Actions

HR Counseling, Compliance, and Risk Management

- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Hiring, Discipline, Performance Evaluations, and Terminations
- Non-Competes, Trade Secrets and Unfair Competition
- Pay Practices and Independent Contractors
- Workplace Investigations
- Severance Agreements

PUBLICATIONS

"U.S. Supreme Court Blocks OSHA's Vaccine-or-Test Rule; Upholds CMS's Healthcare Vaccine Mandate," *Holland & Hart News Update*, Co-Author, 01/14/2022

"New OSHA and CMS COVID-19 Vaccination & Testing Mandates," *Holland & Hart News Update*, Co-Author, 11/04/2021

"Vaccine Mandates Q&A," *Holland & Hart News Update*, Co-Author, 09/10/2021

"Mitigating Employer Risk as Utah Reopens for Business," *Utah Business*, Co-Author, 05/22/2020

"Utah Legislation Shields Employers and Businesses from COVID-19 Civil Lawsuits," *Holland & Hart News Update*, Co-Author, 05/14/2020

"Updated EEOC Guidance on the ADA and Accommodations," *Holland & Hart News Update*, 04/30/2020

"Considerations for Employers During the "Re-Opening" Phase," *Holland & Hart News Update*, Co-Author, 04/30/2020

"Best Practices for Safe and Healthy Workplaces During COVID-19," *Holland & Hart News Update*, 04/03/2020

"COVID-19 Guidance for Restaurants," *Holland & Hart News Update*, 03/25/2020

SPEAKING ENGAGEMENTS

"2023 Employment Law Seminar," *Holland & Hart Utah Employment Law Event*, 02/21/2023

"When Former Employees Come Back from the Grave: Terminations, Severances, and Other Post-Employment Issues," *Utah State Bar – Labor and Employment Section Annual Meeting, Panelist*, 11/07/2022

"Implementing Legally Compliant Diversity, Equity & Inclusion Initiatives," *Salt Lake Chamber: Utah's Business Diversity Summit, Co-presenter*, 10/28/2022

"Compliance and Caring are Not in Conflict: Employment Attorney Perspectives," *SixFifty Employment Law Webinar*, Panelist, 08/18/2022

"Ongoing COVID-19 Navigation in Employment Law," *Salt Lake City Corporation Paralegal Division Annual Meeting*, 06/10/2022

"Workplace 2021: Legal Compliance and Best Practices Post-COVID," *National Association of Corporate Directors Webinar*, Co-presenter, 04/21/2021

"Navigating the "New Normal": Considerations for Employers During the "Re-opening" Phase of the Covid-19 Pandemic," *Celesq Webinar*, 05/26/2020

"COVID-19 Antibody Testing," *Holland & Hart Webinar*, 05/13/2020

"The New "Normal": Navigating Re-Opening of Your Business (Including Healthcare Practices) During the COVID-19 Pandemic," *Holland & Hart Webinar*, 05/06/2020

"Workplace Disputes: From Administrative Review to Trial - How to Handle

Top Employment Claims; How to Win at Settlement, Mediation and Trial," *National Business Institute CLE*, November 2019

"Protecting Your IP, Trade Secrets, and Goodwill from Departing Employees," *Panelist, Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"UALD/EEOC Charges: Best Practices," *Moderator, Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"Guarding Against Retaliation Claims," *Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"Employment Law Training on Select Topics," *Intermountain Donor Services*, February 2019

"Leading the Speak-Up Culture," *Central Utah Water District*, February 2019

"The Speak-Up Culture: Workplace Civility," *Central Utah Water District*, February 2019

"Issues in Government Entity Employment," *Employers Council*, January 2019

"New Tools for a New Era: Sexual Harassment and the #MeToo Movement," *University of Utah S.J. Quinney College of Law*, September 2018

"Weinstein and Beyond: Navigating the Workplace in 2018," *University of Utah S.J. Quinney Law School Alumni*, June 2018

"Weinstein and Beyond: Navigating the Workplace in 2018," *First National Bank of Layton*, April 2018

RECOGNITION

- Federal Bar Association – Utah Chapter, Pro Bono Service Award, 2022
- *The Best Lawyers in America*®, Litigation – Labor and Employment, 2022-2023
- *Utah Business Magazine*, Utah Legal Elite, Labor & Employment, 2016-2020, 2022
- *America's Top 100 Attorneys*, Lifetime Achievement Award, 2017
- Martindale-Hubbell®, AV Preeminent® Rating

PROFESSIONAL AND CIVIC AFFILIATIONS

- American Bar Association, Member
- Utah Bar Association, Member
- Salt Lake County Bar Association

- Legal Aid Society of Salt Lake, Board of Trustees Member, 2020
- Utah State Bar Fund for Client Protection Committee, Member, 2014-present
- The Legal Council, Member, 2014-present
- March of Dimes Utah Chapter, Board Chair, 2015-2016
- March of Dimes Utah Chapter, Board Member, 2013-2015