

Katie Hudman

Of Counsel

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801.328.3600

Practice Areas

Labor and Employment

For over two decades, Katie Hudman has focused her practice on employment law. Her passion is prevention: preventing organizations from being sued. To that end, Katie has spent much of her career training company leaders and HR professionals on various employee management principles, including effective employee discipline and documentation, as well as legal compliance obligations under employment laws covering topics such as discrimination, harassment, family and medical leave, overtime pay, drug testing, and disability accommodations.

In addition to training, Katie has advised employers on day-to-day employee situations covering the entire employee life cycle from hiring to termination, prepared employment law education publications, and reviewed employee handbooks. She also has experience helping employers with internal investigations, severance agreements, and claims filed with or investigations by government agencies.

Katie began her legal career as a law clerk for the Utah Office of Legislative Research and General Counsel and Justice Christine M. Durham of the Utah Supreme Court. Next, she worked as an associate attorney at Kirton McConkie for four years. She then worked as an attorney and training director at Employers Council for seventeen years where she helped employers find practical ways to efficiently run their businesses while complying with the ever-increasing number of federal and state employment laws.

Katie graduated from Weber State University with a Bachelor of Science degree in political science and a double minor in communications and legal studies. She received her law degree, with honors, from the University of Utah S.J. Quinney College of Law, where she served on the college's law review. Katie also has PHR and SPHR certification credentials from HRCI.

Katie has been recognized as the Utah State Bar's Employment Lawyer of the Year and several times by Utah Business Magazine as one of Utah's Legal Elite. She served for four years in the leadership of the Utah State Bar Labor & Employment Law Section and currently serves as co-chair of the Women Lawyers of Utah Continuing Education Committee. She has also volunteered with the Boy Scouts of America, at her children's school, and in her church organization.

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Experience

The following is a sampling of topics Katie has presented to company executives, managers, and HR professionals.

Employment Law Topics

– At-will employment
– ADA
– ADEA
– COVID-19-related laws
– Equal Pay Act/Title VII pay discrimination/gender pay gap
– Drug and alcohol testing/medical marijuana laws
– FCRA
– FLSA
– FMLA
– GINA
– I-9
– Independent contractor laws
– NLRA (concerted protected activity)
– OSHA
– Title VII
– Unemployment laws
– USERRA
– Utah employment laws
– Workers' compensation laws

HR/Management Topics

– Interviewing/hiring
– New employee orientations/onboarding
– Employee handbooks
– Performance reviews
– Employee discipline
– Employee documentation
– Attendance management
– Confidentiality practices
– Internal investigations
– Keys to effective leadership
– Terminations
– HRCI exam prep classes

Clerkships

– Utah Office of Legislative Research and General Counsel
– Justice Christine M. Durham of the Utah Supreme Court

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Education

University of Utah S.J. Quinney College of Law, JD, 1999
- Order of the Coif
- Note & Comment Editor and Staff Member, *Utah Law Review*

Weber State University, BS, Political Science, minors in Communications and Legal Studies, 1996
- Mock Trial Team, National Competition
- Political Science Outstanding Achievement Award

Admissions & Affiliations

Bar Admissions: Utah

Affiliations:
- Utah State University, Department of Management Adjunct Professor
- Utah Women & Leadership Project, Research Associate
- Women Lawyers of Utah, CLE Committee Co-Chair
- Women Lawyers of Utah, CLE Committee Member
- Utah State Bar, Labor & Employment Law Section – Chair, Vice-Chair, Treasurer, and Secretary

Honors & Awards

- Lawyer of the Year – Utah State Bar, Labor and Employment Law Section, 2020
- Legal Elite in Labor and Employment – Utah Business Magazine, Multiple Years
- Senior Professional in Human Resources (SPHR) Certification from HRCI
- Professional in Human Resources (PHR) Certification from HRCI
- Supervisory Skills Program Certificate of Completion from Employers Council
- Fundamentals of HR Management Certificate of Completion from Employers Council

Community & Civic Involvement

- Boy Scouts of America – Committee Chair
- Davis County Schools – Classroom Parent Helper and Math Tutor
- The Church of Jesus Christ of Latter-day Saints – Adult Teacher, Youth Teacher, Music Leader, Children's Organization President and Counselor