

Matthew M. Durham

Partner

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Salt Lake City – 801.933.4013



Matt helps employers find efficient, common-sense ways to resolve employment issues that further their business objectives.

Matt defends employers in Utah and throughout the west before state and federal courts and administrative agencies in disputes involving employment discrimination, harassment, wrongful termination, wage and hour, drug testing, leave, noncompetition, workplace torts, benefits and labor/occupational safety issues. In addition to litigation, Matt routinely advises employers on developing and implementing personnel policies and complying with state and federal employment laws.

Select Experience

- *Blackett v. Brainstorm, Inc.* (D. Utah): Granting summary judgment to dismiss gender discrimination and retaliation claims.
- *CHG v. Hayward DuPont, LLC*, (Utah State Court): Obtained a temporary restraining order on behalf of CHG to enjoin former employees from improperly using trade secret information and soliciting its customers.
- *Dickson v. Endurance International, Inc.* (D. Utah): Represented employer in a race and age discrimination case. After conducting discovery and filing motion for summary judgment, plaintiff agreed to dismiss case with no consideration paid by employer.
- *McLaughlin v. Cookiecreeper, Inc.* (Utah Ct. App): Represented Cookiecreeper, Inc. in a protracted dispute with a former executive involving employment and corporate ownership issues. Obtained favorable rulings in arbitration on employment issues and in state court on corporate issues, which were upheld on appeal.

Court Admissions

- U.S. Supreme Court

Professional Affiliations

Education

- University of Utah (J.D., 1992)
 - Articles Editor, *Utah Law Review*, 1991-1992
 - Order of the Coif
- University of Utah (B.A., 1989)

Bar Admissions

- Utah
- Colorado

- Named by Best Lawyers as Employment Law – Management “Lawyer of the Year,” Salt Lake City, 2020; Litigation – Labor & Employment “Lawyer of the Year,” Salt Lake City, 2013 and 2018; and Labor Law – Management “Lawyer of the Year,” Salt Lake City, 2016
- Included in The Best Lawyers in America (currently: Employment Law – Management, Labor Law – Management, Litigation – Labor & Employment), 2009–2022
- Selected “Employment Lawyer of the Year” by the Utah State Bar Labor and Employment Section, 2013
- Included in Utah Business Legal Elite, 2011–2018, 2020–2021
- Selected as one of “America’s Leading Lawyers for Business” (Utah) by Chambers USA (currently: Labor & Employment), 2005–2021
- Listed in Mountain States Super Lawyers (Employment & Labor), 2010–2021
- AV Preeminent Peer Review Rated with Martindale-Hubbell
- Member, Labor and Employment Section, Utah State Bar and American Bar Association
- Member, Litigation Section, Utah State Bar and American Bar Association

Charitable & Civic Involvement

- Board of Trustees, S.J. Quinney College of Law at the University of Utah, 2019
- Board of Governors, Salt Lake Chamber of Commerce, 2017–present
- Board member, Utah Center for Legal Inclusion, 2016–present
- Member, Holladay City Council
- Past President, The Road Home Board of Trustees

Accolades

- *Chambers USA*, Labor & Employment, Utah, 2005-2026
- *Mountain States Super Lawyers*®, 2010-2026
- *Best Lawyers in America*®, Employment Law, Labor and Litigation, 2008-2026
- *Best Lawyers*® *Lawyer of the Year*, Labor Law – Management, Salt Lake City, 2026
- Consistently providing pro bono legal assistance to those in need through Dorsey’s Pro Bono program

Languages

- Spanish

Insights

February 24, 2026

Employment Claims in the UK and US, A Comparison of Two Common Law Regimes

November 20, 2024

Do You Know What to Pay Your Work Force? New Decision Invalidates the Federal Contractor Minimum Wage Rule

February 13, 2024

Protecting the Protectors: In Murray v. UBS, the U.S. Supreme Court Articulates the New Standard for SOX Whistleblower Claims

January 31, 2024

Utah Legislature Enacts Comprehensive Prohibition on the Use of DEI in Public Education and in State Government

January 29, 2024

Salt Lake City's Matt Durham Featured in Law360, HR Dive Discussing DOL's Independent Contractor Rule

July 11, 2023

Dorsey Partner Matthew Durham on Employers Needing to Change Their Religious Accommodation Policies

July 3, 2023

Dorsey Partner Matthew Durham on Vax Mandate Suits Getting Lift from New Religious Accommodation Test

June 21, 2023

Dorsey Partners Matthew Durham and Briana Al Taqatqa Comment on Noncompete Bans

June 1, 2023

Utah 2023 Legal Elite

April 17, 2023

Dorsey Partner Matthew Durham on the Supreme Court Clearing Constitutional Challenges to Federal Agencies to Proceed in District Court

March 14, 2023

Dorsey Partner Matthew Durham Discusses the FTC Bringing Charges Over Noncompete Clauses

February 2, 2023

Non-competition Agreements under Scrutiny at State and Federal Level

January 29, 2023

Durham Discusses the FTC Proposal Banning Non-Competes

January 17, 2023

Dorsey Partner Matthew Durham on the FTC Plan to Ban Non-Competes - Wall Street Journal

