



RAY QUINNEY
& NEBEKER



Rick Thaler

Shareholder

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Practice Areas

Appellate Practice
Employment and Labor Law and Litigation
Litigation
Personal Injury and Insurance
Litigation
Tax Planning and Tax Controversies
Transportation Law
Winter Sports Practice Group

Mr. Thaler has been practicing law at Ray Quinney & Nebeker for 30 years since receiving both his undergraduate and law degrees from Duke University. He is a shareholder and director of the firm. His practice includes complex commercial litigation, general litigation, federal and state employment litigation, appellate litigation, trade secret litigation, tort and contract claims, administrative agency practice, fatalities and crisis management, and consultation with companies on a wide variety of business and employee issues. He has significant experience representing large manufacturers, airlines, mining concerns, oil companies, construction companies, national retail and hotel chains, winter sports related companies, and businesses nationwide in a number of other industries.

Mr. Thaler's clients praise his judgment, strategic instincts, and creative problem-solving skills. He also consistently receives excellent ratings in numerous peer reviews. Various clients surveyed by Chambers USA report that Mr. Thaler is an "uncanny judge of character with an excellent ability for exacting the truth from people," that "his knowledge of employment and labor issues is encyclopedic," and praise his writing as "keen and concise." He is also one of only five attorneys in Utah inducted into the Association of Ski Defense Attorneys (a group focused on defending ski resorts). He also currently serves as Chair of the firm's Winter Sports Practice Group.

Mr. Thaler served two four-year terms on the Advisory Council for the Utah Antidiscrimination and Labor Division, which advises the Labor Commission and the Utah Legislature regarding labor and employment issues. Currently, he is on the board of the Economic Development Corporation of Utah, a public/private partnership that works with state and local government and private industry to attract and grow competitive, high-value companies and spur the development and expansion of Utah business.

EDUCATION

Duke University, J.D., 1994



Duke University, B.A., Public Policy Studies, 1990

ADMITTED TO PRACTICE

- United States Supreme Court
 - United States Court of Appeals, Ninth Circuit
 - United States Court of Appeals, Tenth Circuit
 - United States District Court, District of Utah
 - United States District Court, District of Massachusetts
 - United States District Court, District of California
 - United States District Court, District of Colorado
 - Utah Supreme Court
 - Utah Court of Appeals
 - Utah State Bar
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AFFILIATIONS / MEMBERSHIPS

- Board Member, Economic Development Corporation of Utah
 - Member, American Bar Association
 - Member, Utah Bar Association
 - Member, Salt Lake County Bar Association
 - Member, American Employment Law Council
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PUBLICATIONS / PRESENTATIONS

- Things to Consider When Dealing with Employee Discipline and Termination
- Employment Law Training for Supervisors and Managers
- Sarbanes-Oxley: Managers Can Be Held Criminally Liable for "Retaliating" Against "Whistleblowers", Utah Business magazine, May 2005
- Maintaining a Union Free Environment



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- Finding and Retaining More A's & B's and Getting Rid of the C's
- The Pitfalls of Charitable Performance Reviews
- Avoiding Liability Through Employee Handbooks
- Americans With Disabilities Act: The Courts Deliver Answers
- Recent Developments in Utah Employment Law
- Sex Discrimination in the Workplace: Some Guidelines for Employers and Legal Update
- Same-Sex Sexual Harassment: Is It Actionable
- Limiting Liability During Downsizing
- Defamation/Employer Reference Issues: Can I Be Honest and Get Away With It
- Sexual Harassment Update
- Theories of Wrongful Discharge
- Conducting an Internal Investigation
- Supervisor Harassment and Employer Liability