



## D. Zachary Wiseman

Shareholder

801-323-3349  
zwiseman@rqn.com

## Practice Areas

Direct Selling  
Employment and Labor Law and Litigation  
Litigation

Mr. Wiseman is a Shareholder in the Firm's Employment and Labor Section.

Mr. Wiseman is a seasoned labor and employment attorney with extensive experience advising both private and public employers on a broad spectrum of labor and employment matters. His practice includes representing management in collective bargaining, labor arbitrations, unfair labor practice charges, and union representation elections.

On the employment side, Mr. Wiseman represents employers in a variety of issues, including employment discrimination, wrongful termination, wage disputes, breach of employment contracts, defamation claims, emotional distress claims, sexual harassment cases, OSHA citations, and employee theft. He also has substantial expertise in safeguarding employer interests through the development and enforcement of post-employment restrictive covenants, such as non-compete, non-solicitation, and non-disclosure agreements. Mr. Wiseman has successfully secured court orders enjoining former employees from breaching these agreements in Utah, Nevada, Arizona, and Idaho.

In addition, Mr. Wiseman collaborates closely with clients to develop and update policy and procedure manuals, ensuring compliance with key regulations such as the National Labor Relations Act, Family and Medical Leave Act, Fair Labor Standards Act, and various state and federal anti-discrimination laws. Mr. Wiseman prides himself on long-standing relationships with the human resource and management personnel of his employer clients with whom he regularly consults to proactively identify and resolve labor and employment issues in an effort to avoid litigation or the involvement of enforcement agencies. A well-respected speaker, Mr. Wiseman frequently lectures on topics related to labor and employment law.

Mr. Wiseman currently serves as the Primary Representative for Utah and on the Committee for Business Development for the Employment Law Alliance ("ELA"), a global network of labor and employment attorneys in more than 100 countries and in every state in the United States and every Canadian province.



He currently serves as Chair of RQ&N's Recruiting Committee and was Chair of the firm's Associates' Committee (2008-2014).

Mr. Wiseman is also engaged in various boards, serving as a former Chair and current Board Member of the University of Utah's Crimson Club, current member of the University of Utah Alumni Association Board of Governors, as well as a member of the Board of Directors for the non-profit organization, Healing Hands for Haiti.

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## EDUCATION

Northwestern University, J.D., 1998

- Member Northwestern National Trial Team

University of Utah, B.A., English, 1995

- cum laude
- Phi Kappa Phi
- Member University of Utah Honors Program

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## PROFESSIONAL EXPERIENCE

- Summer Clerk, Ray Quinney & Nebeker, Summer 1997
- Assistant to General Counsel, Cotter and Company, 1996-1997

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## ADMITTED TO PRACTICE

- Utah State Bar
- Arizona State Bar

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## AFFILIATIONS / MEMBERSHIPS

- Utah State Bar Association, Labor and Employment Section
- American Bar Association, Labor and Employment Section
- Utah Trial Lawyers Association



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## PROFESSIONAL AND CIVIC ACTIVITY

- Member, University of Utah Alumni Association Board of Governors
- Former Chair and Current Board Member, University of Utah Crimson Club Board of Directors
- Member, Board of Directors, Healing Hands for Haiti (charitable foundation)

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## PUBLICATIONS / PRESENTATIONS

- Presenter, "2025 Labor & Employment Law Year in Review, United States: Labor Law," Employment Law Alliance Webinar, January 2025
- Presenter, "The Ongoing Assault on Non-Compete, Non-Solicitation and Pay or Stay Policies by the NLRB", RQN Fall Employment Law Webinar, November 2024
- Presenter, "Update on NLRB Unfair Labor Practices and Traps for the Unwary", RQN Spring Employment Law Webinar, June 2024
- Speaker, "Update on NLRB Unfair Labor Practices and Traps for the Unwary," Employment Law Webinar, June 2024
- Presenter, "Update on Key NLRB Rulings", RQN Employment Law Webinar, October 2023
- Co-Author, "Utah Businesses Under Attack In California," June 2021
- Author, "The Long-Awaited OSHA Emergency Temporary Standards for COVID-19," June 2021
- Author, "New Employer Guidelines for Workplace Vaccinations," June 2021
- Presenter, "Continuing Legal Education Webinar: Reopening After COVID", May 2021
- Author, "New OSHA Guidelines: A Roadmap and a Warning to Employers", Legal Update, February 2021
- Presenter, "Enforceability and Use of Restrictive Covenants: Non-Compete, Non-Solicit, and Non-Disclosure Agreements," 2013 Salt Lake SHRM Employment Law Seminar
- Presenter, "Employee Use of Social Media and At-Will Employment: Recent Key Issues Under the NLRA," 2013 Salt Lake SHRM Employment Law Seminar