

CRAIG A. CRISPIN
SUMMARY CURRICULUM VITAE

LAW FIRM – MANAGING SHAREHOLDER

CRISPIN EMPLOYMENT LAWYERS

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AV Rating by Martindale-Hubbel



Named to the Oregon Super Lawyers list as one of the top attorneys in employment law and litigation in Oregon for eight consecutive years, from 2006 through 2013. No more than 5 percent of the lawyers in the state are selected by Super Lawyers. Super Lawyers, a Thomson Reuters business, is a rating service of outstanding lawyers who have attained a high degree of peer recognition and professional achievement.



Selected by The National Trials Lawyers Association to its Top 100 Trial Lawyers for 2012

BAR ASSOCIATION MEMBERSHIP

United States Supreme Court – 2002

Washington State Bar Association – 1981

Oregon State Bar Association – 1982

U.S. District Court, Eastern District of Washington – 1985

Ninth Circuit Court of Appeals – 1982

U.S. District Court, Western District of Washington – 1985

U.S. District Court, District of Oregon – 1983

EMPLOYMENT HISTORY

From June 1992, CRISPIN EMPLOYMENT LAWYERS (Crispin Russell PC), 1834 SW 58th Avenue, Portland, Oregon 97221-1455. Managing Shareholder: Represent individuals and corporations in Employment and Civil Rights Litigation before State and Federal Agencies and Courts of Oregon and Washington, including Americans with Disabilities Act, Sexual Harassment, Employment/Housing Discrimination, Wage and Hour, Employee Benefits, FMLA & OFLA, Labor Relations, Executive Employment Law, Executive Severance Contracts, Professional Malpractice. Expert witness testimony on attorneys fees and legal malpractice in employment litigation issues.

October 1984 through May 1992, BULLARD KORSHOJ SMITH & JERNSTEDT, 1000 SW Broadway Street, Suite 1900, Portland, Oregon 97205. Associate: Employer representation in labor and employment matters. Employment litigation. NLRB proceedings. Labor-management relations.

November 1982 through October 1984, STOEL RIVES, 900 SW Fifth Avenue, Portland, Oregon 97201. Associate: general litigation, workers' compensation defense, labor arbitrations, product liability, real estate, utilities, medical malpractice, employment and labor, NLRB proceedings.

August 1981 through November 1982, The Honorable Eugene A. Wright, Ninth Circuit Court of Appeals, 902 US Courthouse, Seattle, Washington 98104; Fourteen months with United States Court of Appeals for the Ninth circuit as judicial clerk to Judge Eugene A. Wright, Ninth Circuit Court of Appeals. Participated in writing draft opinions and bench memoranda and in the discussion of case resolutions, including en banc cases and the evaluation of competing opinions of other judges.

1979 - 1981, Willamette Law Review, Willamette University College of Law, Salem, Oregon 97301. Editor in Chief 1980-1981; Staff member 1979-1980.

EDUCATION

Southern Illinois University at Carbondale, Illinois, BS Education (University Honors) 1978

Willamette University School of Law, Salem, Oregon, JD (Magna Cum Laude) 1981

PUBLICATIONS (PARTIAL LIST)

EQUAL EMPLOYMENT OPPORTUNITY: DISCRIMINATION ON THE BASIS OF RACE COLOR, SEX RELIGION, OR NATIONAL ORIGIN, Ch. 4, **OREGON STATE BAR PRIVATE SECTOR LABOR LAW**, 2002 Cum. Supp. & 2010 (Awarded Association for Continuing Legal Education's Best Award of Outstanding Achievement for the 2011 revision of Labor and Employment Law: Private Sector).

FEDERAL CIVIL LITIGATION IN OREGON, OREGON STATE BAR, 2009 & 2002 Revisions, Editorial Board

SUMMARY JUDGMENT, CH. 23, **FEDERAL CIVIL LITIGATION IN OREGON**, OREGON STATE BAR, 2009 Revision

THE FAMILY AND MEDICAL LEAVE ACT, AMERICAN BAR ASSOCIATION, 2008 Cumulative Supplement, Contributing Author

JURY INSTRUCTIONS, JURY VERDICTS, FINDINGS BY THE COURT, Ch.24, **FEDERAL CIVIL LITIGATION IN OREGON**, OREGON STATE BAR, 2002 Revision

EQUAL EMPLOYMENT OPPORTUNITY: ENFORCEMENT, CH. 8, **OREGON STATE BAR PRIVATE SECTOR LABOR LAW**, 2002 Cumulative Supp.

REPRESENTING PLAINTIFFS IN ADA ACTIONS, James Publishing, 2002, Editorial Advisory Board

AMERICANS WITH DISABILITIES ACT, Ch. 26, OREGON STATE BAR WORKERS COMPENSATION, 1994, Supp. 1996, & Cum. Supp. 2000

Note, The Successorship Doctrine: In Search of a New Focus, 17 WILLAMETTE L. REV. 405 (1981)

SPEAKING ENGAGEMENTS (SELECTED PARTIAL LIST)

National Employment Lawyers Association, 2011 Annual Convention, June 2011 (Invited Presenter), "Preparing a Witness for Deposition: Teaching More Than the Facts"

Oregon Trial Lawyers Association, July 2011 (Invited Presenter), 2011 Annual Convention, "Appellate Practice"

National Employment Lawyers Association, June 2007, 2007 Annual Meeting, "Executives in Transition"

Oregon Law Institute, May 2006, 2006 Annual Employment Law Update, “Tips for the Federal Court Litigator”

National Employment Lawyers Association, March 2006, Accommodating Disabilities & Family & Medical Leaves in the Workplace, “Framing the Case, Challenging Summary Judgment & Preparing the Appeal”

Oregon State Bar Association Labor & Employment Section Annual Meeting, October 2005
“Evidence Issues in Employment Law”

National Employment Lawyers Association, June 2005, 2005 Annual Convention, “Winning the ‘Regarded as’ & ‘Record of’, ADA Case”

Oregon Trial Lawyers Association, May 2005, “How to be Efficient & Thorough – Effective, Use of Civil Procedure”

Timber Operators Council, October 2004, “Employment Claims: Evaluation and, Litigation”

Society for Human Resource Management, (SHRM), May 2004, “Discipline & Discharge Panel -- What the, Attorneys will Ask”

National Employment Lawyers Association,, Florida Chapter, April 2004, “When THE Employer is not AN Employer:, Threshold Issues in Employment Law”, American Bar Association, August 2003

2003 Annual Convention, “What’s in a Name: The Legal Definition Of an, Employee”

Oregon State Bar, May 2003, Workers’ Compensation Section Annual Salishan, Conference, “Workers’ Compensation Discrimination”

Oregon Trial Lawyers Association, July 2002, OTLA Annual Convention, “Getting in the Game: Taking more Cases, To Trial”

SELECTED REPORTED CASES

Federal

Engquist v. Oregon Department of Agriculture, 553 U.S. 591, 128 S.Ct. 2146 (2008) (co-counsel in Supreme Court)

Clackamas Gastroenterology Associates, P. C. v. Wells, 538 U.S. 440, 123 S.Ct. 1673 (2003) (lead trial and appellate counsel)

Dvorak v. Clean Water Services, 319 Fed. Appx. 538, 38 NDLR P 230 (9th Cir. 2009) (lead trial and appellate counsel)

Cornwell v. Electra Central Credit Union, 439 F.3d 1018 (9th Cir. 2006) (lead trial and appellate counsel)

El-Hakem v. BJY, Inc., 415 F.3d 1068 (9th Cir. 2005) (lead trial and appellate counsel)

Fraser v. Goodale, 342 F.3d 1032 (9th Cir. 2003), *cert. denied*, 124 S.Ct. 1663 (2004) (lead trial and appellate counsel)

Volm v. Legacy Health System, Inc., 2000 WL 1780343 (D. Or. Dec 5, 2000), *affirmed* (9th Cir. March 22, 2004) (lead trial and appellate counsel)

Pavon v. Swift Transp. Co., 192 F.3d 902 (9th Cir. 1999) (lead trial and appellate counsel)

Wells v. Clackamas Gastroenterology, 271 F.3d 903 (9th Cir. 2001) (lead trial and appellate counsel)

Ernst v. Western States Chiropractic, 1999 WL 993652 (9th Cir. Jan. 27, 2000) (lead appellate counsel)

Line Drivers, Pickup and Delivery Local Union No. 81 v. Roadway Exp. Inc., 152 F.3d 1098 (9th Cir. (lead trial and appellate counsel)

Hedum v. Starbucks Corporation, 546 F. Supp.2d 1017 (D. Or. 2008) (lead trial counsel)

Sizemore v. City of Dallas, 443 F. SUPP.2d 1201 (D.Or. 2006) (lead trial counsel)

Onken v. W.L. May Co., 300 F. SUPP.2d 1066 (D.Or. 2004) (lead trial counsel)

Heller v. Columbia Edgewater Country Club, 195 F. SUPP.2d 1212 (D.Or. 2002) (lead trial counsel)

Fraser v. U.S. Bancorp, 168 F. Supp.2d 1188 (D.Or., Sep 28, 2001) (lead trial counsel)

Thoreson v. Competition Specialties, Inc., 2001 WL 950815 (D. Or. May 30, 2001) (lead trial counsel)

Janee Wilson v. Tarr, Inc., 2000 WL 1292590, 79 Empl. Prac. Dec. P 40,222 (D. Or. Sep 08, 2000) (lead trial counsel)

State

Hamlin v. Hampton Lumber Mills, Inc., No. S056700 (January 6, 2011) (lead trial and appellate counsel)

Hamlin v. Hampton Lumber Mills, Inc., 222 Or. App. 230, 193 P.3d 46, *modified as to prevailing party designation*, 227 Or. App. 165, 205 P.3d 70 (2008), *review allowed*, 346 Or. 157, 206 P.3d 191 (2009) (lead trial and appellate counsel)

Perri v. Certified Languages International, LLC, 187 Or. App. 76, 66 P.3d 531 (2003) (lead appellate counsel)

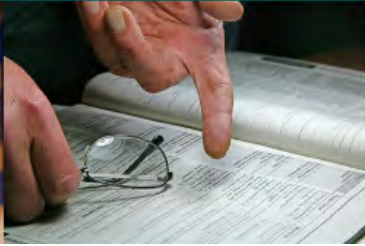
Cornier v. Paul Tulacz, DVM PC, 176 Or. App. 245, 30 P.3d 1210, 7 Wage & Hour Cas.2d (BNA) 541 (Or. App. 2001) (lead trial and appellate counsel)

Sims v. Besaw's Café, 165 Or. App. 180, 997 P.2d 201 (2000) (lead appellate counsel)

CRISPIN EMPLOYMENT LAWYERS

CRISPIN - RUSSELL P.C.

a professional corporation of attorneys and counselors at law



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Craig A. Crispin, Managing Shareholder

Mr. Crispin is a founding member of the firm. In 1992, he and another lawyer left an employer-side labor and employment law firm to start what now is known as Crispin Employment Lawyers. Since 1984, his practice has been exclusively limited to labor and employment matters, first for employers and since 1992 primarily on behalf of individuals.



Mr. Crispin is sought out for his strategic representation of individuals in highly complex employment situations, often involving higher level executive employees, in connection with changes in employment, acceptance of a new position, promotions, demotions, developing exit strategies, negotiating severance, and litigating breaches of employment contracts.

An experienced litigator, Mr. Crispin also represents individuals at all levels who have been discriminated against based on age, race, gender, sexual orientation, disability, workers' compensation claim, or safety complaint; sexually or racially harassed; denied their medical leaves or been retaliated against for making use of medical leave; unlawfully paid; not reinstated to employment upon return to work from an on-the-job injury; or in some other way treated unlawfully. The National Trial Lawyers Association has selected Mr. Crispin to its Top 100 Trial Lawyers for 2012. He is requested to associate with other lawyers in the trial of their employment cases on a regular basis.

Mr. Crispin has had the opportunity to appear twice before the United States Supreme Court in employment cases. He has argued employment cases before the Ninth Circuit Court of Appeals, the Oregon Supreme Court, and the Oregon Court of Appeals. Many of these cases have resulted in important appellate rulings expanding the rights of employees.

Martindale-Hubbell, the premier lawyer rating service in the United States, provides an objective indicator of a lawyer's high ethical standards and professional ability. Attorneys receive a Peer Review Ratings™ based on evaluations by other members of the bar and the judiciary. Martindale-Hubbell has rated Mr. Crispin "AV Preeminent," a significant rating accomplishment and testament to the fact that Mr. Crispin's peers rank him at the highest level of professional excellence.

Mr. Crispin has also been named to the Oregon Super Lawyers list as one of the top attorneys in employment law and litigation in Oregon for seven consecutive years, from 2006 through 2012. No more than 5 percent of the lawyers in the state are selected by Super Lawyers. Super Lawyers, a Thomson Reuters business, is a rating service of outstanding lawyers who have attained a high degree of peer recognition and professional achievement.

While companies like Martindale-Hubbell have used a general peer-review system for grading attorneys for many years, Awo goes beyond a peer-review system and considers the opinions of other lawyers as only one of many factors in evaluating an attorney. Awo gives each attorney a numerical score on a scale of 1 to 10. Awo has given Mr. Crispin a rating of 10 "Superb."

Mr. Crispin has served as a member of the editorial board for the Oregon State Bar publication, Federal Civil Litigation, and has contributed chapters to other publications on "Equal Employment Opportunity - Discrimination on the Basis of Race Color, Sex, Religion, or National Origin," "Summary Judgment," "The Family Medical Leave Act," "Jury Instructions, Jury Verdicts, Findings by the Court," "The Americans with Disabilities Act," and "Equal Employment Opportunity Enforcement." He has been an invited presenter at National Conventions of the National Employment Lawyers Association, the American Bar Association Labor and Employment Section, and the Oregon Trial Lawyers Association.



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