

**Christopher Calsyn**

Counsel
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Washington

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Practice Areas

- Labor & Employment

Christopher Calsyn is a counsel in Crowell & Moring's Labor and Employment Group.

Chris regularly provides clients with litigation and counseling services in all facets of labor and employment law including:

- Fair Labor Standards Act (FLSA) and state wage/hour statutes;
- Title VII of the Civil Rights Act of 1964 and state anti-discrimination statutes;
- Americans with Disabilities Act (ADA);
- Family Medical Leave Act (FMLA);
- Age Discrimination in Employment Act (ADEA);
- False Claims Act (FCA) retaliation claims;
- Labor arbitration;
- Non-compete/non-solicitation agreements;
- Protecting trade secrets;
- Alleged wrongful termination;
- Sexual harassment;
- Reductions-in-force; and
- Employee drug testing, discipline, and other workplace policies.

Clients Chris has recently worked with include: AT&T, Western Union, Valeo S.A., MedStar Health, Inc. and its subsidiary hospitals, Honeywell, and numerous other private and public companies.

Representative Litigation Experience

- Served as second chair in successful defense of FLSA collective action, resulting in jury verdict for international consulting firm

- Obtained decertification of nationwide wage and hour collective action involving over 4,000 plaintiffs
- Won dismissal of four lawsuits brought by former employee seeking \$700 million in damages and secured injunction from court preventing plaintiff from filing additional lawsuits without leave of court
- Secured summary judgment dismissing plaintiff's claims of age and disability discrimination against multinational automobile parts manufacturer
- Negotiated favorable settlement of union grievance filed against large manufacturer on behalf of a dismissed employee
- Settled multiple claims of discrimination and retaliation on favorable terms for various clients, avoiding litigation costs and potential legal exposure
- Obtained summary judgment dismissing plaintiff's allegations of race discrimination against an international aircraft parts manufacturer
- Drafted position statements and otherwise successfully handled client responses to numerous EEOC and state-agency equivalent charges alleging racial, national origin, gender, and disability discrimination and retaliation

Representative Counseling Experience

- Avoided litigation through successful counseling of multiple clients in handling FMLA leave requests and ADA reasonable accommodation requests brought by their employees
- Revised numerous employer policy manuals regarding issues as varied as employee leave to social networking/blogging policies
- Conducted numerous trainings for human resource professionals and other client employees on topics including hiring and firing, performance management, employee leave, and wage and hour best practices
- Revised shareholder agreement for international consulting firm to ensure non-compete provisions are enforceable
- Drafted dozens of severance and release agreements for employers seeking to terminate employees and avoid subsequent litigation
- Assisted unionized employer in closing domestic facility and moving those operations to non-unionized international facility in compliance with NLRA and state and federal WARN laws

In The News

In the October/November edition of *My Business*, Chris was quoted regarding inappropriate employee online conduct in an article entitled, "[Managing Workplace Privacy in a Digital Age](#)" by Beth Milito.

Education

- University of Illinois at Urbana-Champaign, B.A. Political Science (1998) *cum laude*
- University of Virginia School of Law, J.D. (2005)

Affiliations

Admitted to practice: District of Columbia, Georgia, U.S. District Court for the District of Columbia, U.S. Tax Court

Publications

- "Courts Apply the Doctrine of Equitable Estoppel to Prevent Employers from Skirting Liability for their Actions Toward Otherwise Ineligible Employees," *Bloomberg Law Reports, Labor & Employment*, Vol. 3, No. 33 (2009). Co-Authors: Kris D. Meade and Christopher P. Calsyn.
- "Ledbetter Legislation Enacted - Now What?," *Employment Law360* (January 30, 2009). Co-Authors: Kris D. Meade, Ursula Kubal Guzman and Christopher Calsyn.
- "Comparing U.K. and U.S. Wage and Hour Laws," *Legal Report, Society for Human Resource Management* (October-November 2008). Co-Authors: Michelle Haste and Christopher Calsyn.
- "Country Q&A: United States Information Technology," *Practical Law Company, Information Technology Handbook*, 2nd Edition (2007-08). Co-Authors: Gaela Bailey, Benjamin T. Butler, Christopher Calsyn, Robin B. Campbell, Charles C. Hwang, Kris D. Meade and John I. Stewart, Jr.
- "Country Q&A: United States Data Protection," *Practical Law Company, Vol. 2: Data Protection* (2006-07). Co-Authors: Gaela Bailey, David Z. Bodenheimer, Benjamin T. Butler, Christopher Calsyn, Robin B. Campbell, Charles C. Hwang, Kris D. Meade, Jeremy Rhyne and John Stewart.

Alerts & Newsletters

- "Federal Court Imposes Broad Preservation Obligation Regarding Potential Class Members in FLSA Action," *Labor & Employment Law Alert - US* (February 23, 2012). Contacts: Jeane A. Thomas, Christopher Calsyn, Jeffrey W. Pagano, Thomas P. Gies, Mark A. Romeo.
- "NLRB Clarifies Its Position Regarding Employees' Social Media Usage," *Labor & Employment Law Alert - US* (February 2, 2012). Contacts: Jeffrey W. Pagano, Herbert I. Meyer, Kris D. Meade, Thomas P. Gies, Glenn D. Grant, Christopher Calsyn, Mark A. Romeo.
- "FMLA Protections from Interference and Retaliation Extended to Pre-Eligible Employees," *Labor & Employment Law Alert - US* (January 25,

2012). Contacts: Kris D. Meade, Christopher Calsyn, Jeffrey W. Pagano, James E. Kellett, Ira M. Saxe, Mark A. Romeo.

- "OSHA Revises Its Sarbanes-Oxley Whistleblower Rules Impacting Public Companies and Their Affiliates and Subsidiaries," *Labor & Employment Law Alert - US* (November 9, 2011). Contacts: Mark A. Romeo, Samuel P. Nielson, Kris D. Meade, Thomas P. Gies, Christopher Calsyn, Jeffrey W. Pagano, Ira M. Saxe.
- "Court Rules Cancer in Remission Is Disability under the ADAAA," *Labor & Employment Law Alert - US* (September 10, 2010). Contacts: Trina Fairley-Barlow, Christopher Calsyn, James E. Kellett.
- "New FTC Guidelines Require Employers To Strengthen Social Networking Policies," *Labor & Employment Law Alert - US* (January 8, 2010). Contacts: Jeffrey W. Pagano, Kris D. Meade, Christopher Calsyn.
- "Reaux Decision Provides Wake Up Call for Employers Regarding FMLA Policies," *Labor & Employment Law Alert - US* (April 2, 2009). Contacts: Kris D. Meade, Christopher Calsyn, James E. Kellett.
- "Ledbetter Legislation Enacted – Now What?," *Labor & Employment Law Alert - US* (January 29, 2009). Contacts: Kris D. Meade, James E. Kellett, Christopher Calsyn.

Speaking Engagements

- "Best Practices in Employment Law: Hiring, Firing and Performance Management," DC Bar Community Economic Development Project (April 11, 2012). Presenters: Christopher Calsyn and Arash Jahanian.
- "Best Practices in Employment Law: Hiring, Firing and Performance Management," DC Bar Community Economic Development Project (October 5, 2011). Presenters: Christopher Calsyn and Jane Foster.
- "Best Practices in Employment Law: Employee Compensation and Classification," DC Bar Community Economic Development Project (April 12, 2011). Presenters: Andrew Bagley and Christopher Calsyn.
- "Best Practices in Employment Law: Hiring, Firing and Performance Management," DC Bar Community Economic Development Project (April 5, 2011). Presenters: Christopher Calsyn and Jane Foster.
- "Remedies for Your Sleepless Nights: Practical Solutions to Today's Complex Labor & Employment Issues," Crowell & Moring Webinar (March 16, 2011). Presenters: Christopher Calsyn, Rebecca Springer, Andrew Bagley, Glenn Grant, Jonathan Moskowitz, Joel Wood, Jane Foster, Arash Jahanian, and Trina McAlister.
- "Navigating the Medical Maze: A Step-by-Step Guide to Handling FMLA and ADA Leave," Hotel Human Resources Association of Washington, DC (March 12, 2010). Presenters: Trina Fairley-Barlow and Christopher Calsyn.
- "Curing What Ails You: Practical Solutions for Your Toughest Leave Issues," [Crowell & Moring Webinar](#) (September 30, 2009). Presenters:

Christopher Calsyn, Keith J. Harrison, Kendra D. Miller and Ursula Kubal Guzman.

- "MySpace, Facebook and the Workplace," District of Columbia Bar (July 2008). Co-Panelists: Christopher Calsyn, Anne Donahue, and Lily Garcia.