

**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