



# Frank Cronin, Esq.

Mediator and Arbitrator



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Frank Cronin, Esq. brings over 40 years of litigation experience in various types of labor, employment, contract, and class action cases to ADR Services, Inc. As a veteran trial lawyer, he has represented both plaintiffs and defendants in over 100 jury and bench trials in California, Texas, Oregon, Missouri, Ohio, Illinois, and Florida. He has litigated hundreds of cases in federal and state courts and before governmental enforcement agencies, as well as arguing multiple appellate cases in both federal and state appeals courts.

Since becoming a full-time neutral, Mr. Cronin has mediated and resolved more than 100 cases involving employment law, trade secret disputes, breach of contract, landlord-tenant and consumer issues. He has also arbitrated over 30 cases through to final award in the areas of wrongful termination, retaliation, harassment, discrimination (race, national origin, religion, gender, disability and reasonable accommodation), breach of employment contracts, misappropriation of trade secrets, wage disputes, commission disputes and related subjects.

As a recognized leader in the field of employment law, he has been honored by *Best Lawyers* and *Super Lawyers* in the areas of Employment Law and Litigation, Labor Law, and Alternative Dispute Resolution.

## AREAS OF SPECIALIZATION

- Wrongful Termination and Whistleblowing
- Wage & Hour; Class Actions; PAGA
- Discrimination/ Harassment/ Retaliation
- FEHA; TITLE VII; ADEA; ADA; California Labor Code
- Disability Discrimination; Medical Condition; Failure to Accommodate
- Family Leave, both state and federal
- Trade Secrets and Non-Compete Litigation
- Meal/ Rest Periods; Overtime and Off-the-clock; Misclassification
- Contract Disputes; Commissions; Stock Options; Golden Parachute Issues
- Collective Bargaining; Labor-management issues
- ERISA Litigation
- Enforceability of Arbitration Agreements

## PROFESSIONAL EXPERIENCE

Mediator and Arbitrator	2015 - Present
Partner & Of Counsel, Snell & Wilmer LLC	1996 - 2015
Partner, Jackson Lewis	1979 - 1996
Assistant General Counsel, Mexican-American Legal Defense Fund	1976 - 1978

Trial Attorney, U.S. Department of Justice, Civil Rights Division 1971 - 1976  
Legal Intern, Lawyer’s Committee For Civil Rights Under Law 1971

## EDUCATION

Boston College Law School, J.D. 1971  
Managing Editor, Law Review; Legal Aid Bureau; Dean’s Graduation Award  
Boston College, *Cum Laude*, A.B. 1966  
English Literature and Philosophy  
U.S. Army, Field Service Medical School, Texas 1966

## BAR ADMISSIONS

The State Bar of California, 1976  
District of Columbia Bar, 1972 (inactive)  
Massachusetts, 1971 (inactive)

## ALTERNATIVE DISPUTE RESOLUTION TRAINING AND CERTIFICATION

Straus Institute for Dispute Resolution, “Mediating the Litigated Case” 2016  
U.S. District Court, Central District of California, Mediation Panel 2016  
Community Services Programs of Orange County, DRPA Certified Mediator 2015  
Financial Industry Regulatory Authority (FINRA), Certified Arbitrator 2013  
American Arbitration Association, Certified Arbitrator 2012  
University of California – Irvine, DRPA Mediation Certification 2007

## AWARDS AND RECOGNITION

Best Lawyers in Orange County, “Lawyer of the Year” in Employment Law 2017  
Best Lawyers in America, Employment Law and Employment Litigation 2001 - 2017  
Best Lawyers in America, Alternative Dispute Resolution 2015 - 2016  
Best Lawyers in Southern California, “Lawyer of the Year” in Labor Law 2015  
Super Lawyers, Alternative Dispute Resolution 2016 - 2017  
Super Lawyers, Employment Litigation 2006 - 2016

## PUBLICATIONS AND PRESENTATIONS

Mr. Cronin is a frequent author of and contributor to articles published in legal publications. He has written on a variety of employment-related topics, including wage & hour issues, workplace bias, and employment arbitrations. He has also lectured and presented to various professional groups on all manner of employment issues. For a full list of his publications and presentations, please visit his website at [www.frankcroninadr.com](http://www.frankcroninadr.com).