

# CR+K Jason R. Bristol Partner

## Bar Admissions

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- State of Ohio, 2000
- United States Supreme Court, 2004
- United States Court of Appeals for the Sixth Circuit, 2003
- United States District Court for the Southern District of Ohio, 2002
- United States District Court for the Northern District of Ohio, 2001

## Work Experience

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### **Cohen Rosenthal & Kramer LLP**, Cleveland, Ohio

Partner, September 2004 to Present

*Representing employees nationwide in class and collective actions alleging violations of the federal Fair Labor Standards Act as well as numerous state statutory provisions relating to the payment of wages. Litigating other complex civil and commercial cases involving employee benefits, consumer fraud, and sub-prime mortgage devastation.*

### **Gary, Naegele & Theado, LLC**, Lorain, Ohio

Associate Attorney, December 2000 to September 2004

*Practiced in the areas of plaintiff's complex civil litigation, ERISA litigation, class actions, and civil rights. Litigated in state and federal courts throughout Ohio and the United States.*

### **Cleveland-Marshall College of Law, Cleveland State University**, Cleveland, Ohio

Adjunct Professor of Law, August 2001 to Present

*Teaching an administrative law course on the Fair Labor Standards Act and Ohio Minimum Fair Wage Standards Act and advanced brief writing/appellate advocacy. Faculty Advisor to the Moot Court Board of Governors (2001 – 2007).*

### **41° North Coastal Kayak Adventures, Ltd.**, Cleveland, Ohio

Founder/Co-Owner, January 2002 to Present

*Responsible for all aspects of the operation of a growing regional sea kayaking and adventure tour business. American Canoe Association (ACA) certified Sea Kayaking Instructor. Recognized as "Best of Cleveland" in the October 2006 issue of Cleveland Magazine.*

## Education

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### **Bowling Green State University**, Bowling Green, Ohio

*Bachelor of Arts, with honors, 1997*

Selected National Member of the Order of Omega

Student Member, Bowling Green State University Board of Trustees, 1995-1997

"B.G.S.U Man of the Year" 1997

Beta Theta Pi International Fraternity, President, 1996, Vice-President, 1995

## Legal Education

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### **Cleveland-Marshall College of Law, Cleveland State University**

Cleveland, Ohio

• *Juris Doctorate*, May 2000

• Selected National Member of the Order of Barristers

• Member, Moot Court Board of Governors, 1999-2000

• Member, National Moot Court Team, 1999

• 2nd Place Brief Award, Spring Intramural Competition, 1999



## Professional Honors

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- *Law and Politics Magazine*, “Rising Star,” Plaintiff Employment Litigation, 2010, 2011
- LeadDiversity, The Diversity Center of Northeast Ohio, Class of 2010 - 2011
- Judicial Conference of the Eighth Judicial District, Life Member
- American Inn of Court, Barrister, Cleveland Employment Chapter
- *Crain’s Cleveland Business*, “40 under 40,” Class of 2004
- Cleveland-Marshall College of Law Moot Court Alumni of the Year, 2003-2004

## Articles

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*Intended and Unintended Consequences: The 2006 Fair Minimum Wage Amendment of the Ohio Constitution*, 58 CLEV. ST. L. REV. 367 (2010)

“City of Cleveland vs. Deutsche Bank Trust Co.: A Preliminary Overview”  
*Legal Times* (Feb. 2008)

## Speaking Engagements

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“Burgeoning FLSA Claims and Collective Actions: Navigating the Waters of Increased Scrutiny, Regulations and Litigation”

Hot Issues in Employment Law, Ohio State Bar Association  
Columbus, Ohio – April 22, 2011

“Advanced FLSA – The Fluctuating Workweek”

Employment, Labor & The Workday Grind, Cleveland Employment Lawyers Association  
Cleveland, Ohio – November 12, 2010

“Collective Actions under the FLSA”

47th Annual Labor and Employment Law Seminar, Ohio State Bar Association  
Columbus, Ohio – October 14, 2010

“Workplace Issues Our Grandparents Never Envisioned”

Ogletree, Deakins, Nash, Smoak & Stewart PC Annual Seminar  
Cleveland, Ohio - August 12, 2010

“Intended and Unintended Consequences:

The 2006 Fair Minimum Wage Amendment of the Ohio Constitution”  
Annual Seminar, Cleveland Employment Lawyers Association  
Cleveland, Ohio – December 4, 2009

“Identifying, Prosecuting and Defending §216(b) FLSA Collective Actions”

Federal Employment Litigation Seminar, Federal Bar Association, Northern District of Ohio Chapter  
Cleveland, Ohio - December 1, 2009

“Engulfed: The Rising Tide of Economic Disparity”

City Club of Cleveland, Chair  
Cleveland, Ohio - September to November 2007

“Complex Civil Litigation and Class Actions”

New Lawyer Training, Ohio Supreme Court/Cleveland Bar Association  
Cleveland, Ohio - February 2006

“For Better or for Worse? A Debate on the Issue of Same-Sex Marriage in Ohio”

City Club of Cleveland, Chair  
Cleveland, Ohio - June 2004

“*Writing for the Trial Court*”

Civil Practice Seminar, Lorain County Bar Association  
Elyria, Ohio – 2001



## Professional Associations

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- National Employment Lawyers Association
- Ohio Employment Lawyers Association
- Cleveland Employment Lawyers Association
- American Association for Justice
- American Constitution Society for Law and Policy
- Ohio State Bar Association
- Cleveland Metropolitan Bar Association

## Representative Cases

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*Jackson v. Maui Sands Resort*, No. 1:08-CV-2972 (N.D. Ohio Sept. 10, 2010) (\$550,000 judgment against individual corporate officer and affiliated corporations under joint employer doctrine for class of hotel employees who alleged they were not paid wages for their last weeks of employment or for on-duty meal periods in violation of the FLSA)

*Warren v. Race*, Case No. 1:09-CV-2670 (N.D. Ohio Sept. 3, 2010) (approving settlement of nationwide FLSA collective action against corporate officers and directors on behalf of employees who were unpaid when employer went out of business)

*McNelley v. Aldi, Inc.*, Case No. 1:09-cv-1868 (N.D. Ohio Nov. 17, 2009) (granting conditional certification in nationwide FLSA collective action on behalf of store managers who contend they were misclassified as exempt from overtime compensation)

*Jackson v. Papa John's USA, Inc.*, 2009 WL 385580 (N.D. Ohio Feb. 13, 2009) (granting conditional certification in nationwide FLSA collective action on behalf of store managers who allege they were misclassified as exempt from overtime compensation)

*West v. AK Steel Corp.*, 318 F. Supp. 2d 579 (S.D. Ohio 2004), *affirmed*, 484 F.3d 395 (6th Cir. 2007), *cert. denied*, 129 S. Ct. 895 (2009) (granting partial summary judgment in certified ERISA class action for class of retirees whose lump sum pension distributions were illegally calculated, resulting in \$46 million class judgment for retirees)

*Berger v. Cleveland Clinic Foundation*, 2007 WL 2902907 (N.D. Ohio Sept. 29, 2007) (granting collective and class action certification for class of Respiratory Therapists and Technicians who allege they were not provided bona fide meal periods in violation of the FLSA and Ohio Minimum Fair Wage Standards Act)

*Williams v. Le Chaperon Rouge*, 2007 WL 2344738 (N.D. Ohio Aug. 14, 2007) (granting conditional certification for a class of day-care employees who allege that they were not paid for all hours worked and were not provided bona fide meal periods in violation of the FLSA and Ohio Minimum Fair Wage Standards Act.

*Insalaco v. Ben Venue Laboratories*, Case No. 450549, Cuyahoga County, Ohio Court of Common Pleas (2005) (class action settlement involving class of mid-to-upper-level managers who alleged breach of an employee incentive plan)

*Lowe v. Sun Refining & Marketing Co.*, Case No. 88-0630, Lucas County, Ohio Court of Common Pleas (2002) (class action settlement on behalf of thousands of Fremont, Ohio, residents affected by a toluene pipeline rupture)

*White v. Aztec Catalyst Co.*, Case No. 93-111025, Lorain County, Ohio Court of Common Pleas (2000) (class action settlement on behalf of thousands of Lorain, Ohio, residents affected by a chemical plant explosion)



## Community Involvement

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- The Cleveland Employment Lawyers Association, Vice-President/Treasurer, 2011 to Present
- Ohio Workplace Fairness, Board of Directors, 2010 to Present
- Near West Theatre, Board of Directors, 2010 to Present
- The Cleveland Coalition, Inc., Founder, 2010
- Cleveland Ward 15 Democratic Club, Executive Committee
- Cuyahoga County Democratic Party, Central Committee, May 2010 to Present
- 2008 Democratic National Convention, Delegate for Senator Barack Obama, January 3, 2008
- Citizens Industrial Air Pollution Advisory Counsel, Appointed by Mayor Frank G. Jackson, 2008 - 2009, 2009 - 2010, 2011 to Present
- Cuyahoga County Court of Common Pleas Civil Justice Improvement Committee, Member, December 2007 to Present
- Bridge Square Townhouses Homeowners' Association, Inc., President, Board of Directors, 2005-2007, 2007-2010, 2010 - 2013
- The City Club of Cleveland, Development Committee, Member, 2006 to 2008;  
City Club of Cleveland New Leaders, Cabinet Member, 2005 - 2008
- C. Ellen Connally for Chief Justice of the Ohio Supreme Court, Campaign Manager, 2004 (received 2,073,886 votes in the November 2, 2004 General Election)

## Media

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*Cleveland vs. Wall Street* (2010)

Documentary film featured at 2010 Cannes International Film Festival

“Encouraged by a new generation of believers in Cleveland”

*Cleveland Plain Dealer* (June 6, 2010)

“\$660,000 InkStop settlement approved by federal court judge”

*Cleveland Plain Dealer* (March 31, 2010)

“InkStop wage dispute heading toward amicable end, which is rare,  
some Northeast Ohio lawyers say”

*Cleveland Plain Dealer* (March 30, 2010)

“Inkstop employees to get most of their back wages; former directors chip in \$660,000 to repay employees”

*Cleveland Plain Dealer* (March 29, 2010)

“More workers being cheated out of wages, experts say”

*Cleveland Plain Dealer* (March 13, 2010)

“Aldi Faces Suit From Store Managers Seeking Overtime”

*The Wall Street Journal* (January 21, 2010)

“Aldi grocery store employees accuse chain of violating federal wage laws”

*Cleveland Plain Dealer* (January 20, 2010)

“InkStop started with a bang and ended with a bust”

*Cleveland Plain Dealer* (December 21, 2009)

“InkStop files for Chapter 7 bankruptcy”

*Cleveland Plain Dealer* (November 10, 2009)

“Activists demand that InkStop pay its workers' overdue wages”

*Cleveland Plain Dealer* (October 28, 2009)



Media (continued)

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“Inkstop’s board of directors looking for money to repay workers”  
*Cleveland Plain Dealer* (October 7, 2009)

“InkStop employees file suit against company for unpaid wages and benefits”  
*Cleveland Plain Dealer* (October 5, 2009)

“Ex-employees plan to sue Maui Sands”  
*Sandusky Register* (December 18, 2008)

“Minimum Rights”  
*Cleveland Scene* (February 6, 2008)

“Cleveland Clinic sued over pay for workers’ missed lunches”  
*Cleveland Plain Dealer* (October 2, 2007)

“Trash Company Hit With Wage-And-Hour Suit”  
*Employment Law360* (April 17, 2007)

“Great Lakes Cheese Co. workers’ lawsuit alleges overtime violations at Hiram plant”  
*Cleveland Plain Dealer* (July 13, 2007)