

Snell & Wilmer



Walker F. Crowson

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Main Bio

Walker Crowson has a diverse litigation practice representing clients in employment, business, commercial, and real estate litigation spanning over 20 years throughout Texas, New Mexico, and Arizona. Walker has been Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization since 2005. His employment practice involves representation of clients in all aspects of labor and employment law, including federal and state anti-discrimination laws, sexual harassment, retaliation, FLSA/wage and hour, FMLA, unemployment claims, defamation, negligence, restrictive covenants, and breach-of-contract claims. Walker's clients have included large publicly traded companies, governmental entities, and private businesses of all sizes in a variety of industries, including retail, manufacturing, transportation/logistics, car dealerships, financial, construction, and healthcare. Walker has tried employment cases to juries and arbitrators throughout the Southwest.

Walker counsels human resource professionals and general counsel on day to day employment matters to maintain best practices and avoid litigation. He frequently advises clients on FMLA and other leave issues and reviews and drafts policies, procedures, and employee handbooks for clients.

Walker also mediates and arbitrates employment cases. He serves as an arbitrator both in private, ad hoc arbitrations as well as for the American Arbitration Association in employment cases and is a member of the AAA's panel of employment neutrals. Walker is also a successful mediator, having mediated over 200 employment lawsuits as a mediator.

Walker's business and commercial practice has involved serving as outside general counsel to small and medium sized businesses, including El Paso's largest private employer, and advising them on a variety of day to day legal issues, including those involving insurance, contracts, and entity formation among others. Walker has represented creditors, including financial institutions, factoring companies and car loan lenders in collection litigation and foreclosures for over a decade.

Walker's real estate practice has involved representation of financial institutions in commercial and residential foreclosure actions, declaratory judgment actions, forcible entry and detainer matters, and lease agreement disputes. He has also represented commercial landlords and property owners in eviction proceedings and other landlord-tenant disputes

Walker's clients are located throughout Arizona, New Mexico, and Texas. Although based in Arizona, Walker maintains an active presence and practice in El Paso, Texas.

Representative Experience

Labor & Employment Cases and Other Matters

- Defended national shoe company in age discrimination lawsuit that went to verdict after trial
- Defended local credit union in workers' compensation retaliation lawsuit that went to verdict after trial
- Represented national timeshare company in sexual harassment litigation in federal court
- Represented local beer distributing company in workers' compensation retaliation claim at arbitration
- Represented national auto parts retailer in federal court litigation alleging age discrimination
- Represented Arizona surgical implant device company in federal court litigation to enforce restrictive covenant
- Represented national software retailer in employee raiding and restrictive covenant litigation
- Represented local governmental entities in whistleblower retaliation, gender and age discrimination, and sexual harassment claims
- Represented national automobile dealership in claims involving age discrimination and racial harassment
- Represented numerous clients, including national home improvement retailer, national home medical equipment supplier, and national auto parts retailer, in claims involving workers' compensation retaliation and disability discrimination
- Represented numerous clients, including multiple industries, in claims involving sexual harassment
- Represented local and national clients in defending claims before the EEOC, Texas Workforce Commission, New Mexico Department of Workforce Solutions, and Arizona Civil Rights Division
- Defended clients in Department of Labor (DOL) audits investigating various issues, including unpaid wages, independent contractor status and exempt/non-exempt status
- Drafted numerous employee handbooks, policies and procedures for companies
- Provided anti-harassment and EEO training to companies
- Served as neutral investigator in workplace investigations involving allegations of sexual harassment, discrimination, and retaliation issues
- Represented clients in unfair labor practice charges before the National Labor Relations Board

Business & Commercial Litigation and Other Matters

- Served as outside general counsel to various companies, including one of the largest private employers in El Paso, Texas
- Represented creditors, including financial institutions, factoring companies and car loan lenders in collection litigation, including suits for breaches of promissory notes and guarantees as well as sequestration, repossession, garnishment, and foreclosure matters
- Represented general contractors, subcontractors and suppliers in a wide array of commercial and construction litigation, including claims under the Texas McGregor Act, the Miller Act, and New Mexico materialman and mechanic's lien laws
- Represented financial institutions in commercial and home equity foreclosure lawsuits
- Represented commercial landlords in eviction proceedings and other landlord/tenant disputes

Mediation & Arbitration Practice

- Has mediated over 200 employment lawsuits as a mediator

- Arbitrates employment law matters for the American Arbitration Association as a panel member of the AAA's Roster of Employment Neutrals as well as in private, *ad hoc* arbitrations

Education

- Texas Tech University School of Law (J.D., *cum laude*)
- University of Texas at Austin (B.A.)

Professional Memberships & Activities

- State Bar of Arizona
- State Bar of New Mexico
- State Bar of Texas
- American Arbitration Association, Arbitrator & Mediator

Representative Presentations & Publications

- "[Supreme Court Stays OSHA Vaccination Mandate](#)," Co-Author, Snell & Wilmer Legal Alert (January 13, 2022)
- "[Eligibility for Families First Coronavirus Response Act Leave Under Different School Reopening Models](#)," Co-Author, Snell & Wilmer Legal Alert (August 31, 2020)
- "Arbitration Update and Gazing Into the Crystal Ball: Are Jury Trial Waivers the Wave of the Future?" Presenter, Snell & Wilmer 2020 Year-End CLE Series (August 18, 2020)
- "[New Mexico Employment Law 2019 Review](#)," Co-Author, Snell & Wilmer Legal Alert (December 31, 2019)
- "[Overview of New Mexico Construction Law](#)," Author, Snell & Wilmer Under Construction (April 2019)
- "[Fifth Circuit: Sign Your Arbitration Agreement!](#)," Author, Snell & Wilmer Labor and Employment Law Blog (June 19, 2018)
- "[Nationwide Injunction Halts Enforcement of DOL Regulation on Overtime Pay](#)," Co-Author, Snell & Wilmer Legal Alert (November 2016)
- "EEOC Update," Presenter, What You Need to Know: The Latest Trends in Employment Law (September 7, 2016)
- "Show Me the Money: Damages," Presenter, State Bar of Texas, Labor & Employment Law Section Fall Update (September 22, 2010)
- "Deposition Strategies & Techniques," Co-Presenter, El Paso Bar Association Civil Trial Law Seminar (February 21, 2009)
- "Confessions of a Part-Time Plaintiff's Employment Lawyer," Author, Texas Lawyer (April 2, 2007)

Professional Recognition & Awards

- [Fiesta Bowl Chair of the Year Award](#) (2019)
- Texas Super Lawyers[®], Labor & Employment (2014-2015)
 - Rising Stars Edition, Labor & Employment (2008-2014)
- Outstanding Young Lawyer of the Year, El Paso Young Lawyers Association (2006-2007)
- Professional of the Year, El Paso Society for Human Resource Management (2006)

Community Involvement

- Fiesta Bowl Committee
- El Paso Country Club
 - President (2015)
- Sun Bowl Association
 - Board of Advisors
 - President (2013)
 - General Counsel (2007-2012)

Previous Professional Experience

- Crowson & Crowson, LLP, Partner (2005-2015)
- Kemp Smith, LLP, Partner (2005)
 - Attorney (1999-2005)

Bar Admissions

- Arizona
- New Mexico
- Texas

Court Admissions

- Supreme Court of Arizona
- Supreme Court of New Mexico
- Supreme Court of Texas
- United States Court of Appeals, Fifth Circuit
- United States District Court, District of Arizona
- United States District Court, District of New Mexico
- United States District Court, Northern District of Texas
- United States District Court, Southern District of Texas
- United States District Court, Western District of Texas