

# Andrew Crampton

Attorney

## EMAIL

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## ADDRESS

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## Qualifications

Assists Taft-Hartley trustees and plan administrators in maintaining compliance with the tax aspects of employee benefit plans including IRS filings, compliance audits, fiduciary and other insurance coverage, design of retirement and benefit plans and reporting requirements. Prepares for and attends the trustees' meetings, drafts board minutes, works with the service providers to review and finalize agreements, and drafting legal opinion memoranda.

Possesses over 10 years of experience representing Taft-Hartley multiemployer benefit plans. Has handled over 35 ERISA delinquency cases in the Northern District of Ohio for Taft-Hartley multiemployer benefit plans. Manages the collection of delinquent fringe benefit contributions and withdrawal liability against employers under ERISA. Drafts complaints, motions, and trial and appellate briefs. Handles various discovery-related matters, including depositions. Conducts post-judgment collection efforts. Negotiates and drafts settlement agreements.

Advises and represent unions in numerous matters relating to employers, members, or internal operations; negotiate collective bargaining agreements on behalf of unions and their members; represent unions in proceedings before the NLRB.

Represents employees in a variety of matters (wrongful/discriminatory discharge, severance negotiations, unemployment, trade secret disputes, wage theft, etc.).

## Education

- Cleveland-Marshall College of Law, Cleveland State University, J.D., magna cum laude (2010)
- Loyola University Maryland, B.A. in Psychology, cum laude (2007)

## Bar Admissions

- State of Ohio (2010)
- U.S. District Courts for the Northern (2010) and Southern Districts of Ohio (2013)
- U.S. Courts of Appeals for the Sixth Circuit (2014)

## Professional & Civic Associations

- Ohio State Bar Association
- Cleveland Metropolitan Bar Association
- Cleveland-Marshall Alumni Association
- Big Brothers Big Sisters of Greater Cleveland
- Bike Cleveland.