



Sarah E. Crippen
Attorney

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Minneapolis, MN
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My goal is to always provide clients with creative, focused, and practical advice that advances your unique business objectives.

Sarah Crippen chairs the firm's Employment and Labor Practice Group, is a former litigation section chair and served as the firm's Managing Partner from 2016 to 2023. Sarah's practice focuses on employment advice, litigation and mediation, as well as general civil litigation and trial work.

An MSBA Certified Labor & Employment Specialist, Sarah provides advice and training in all areas of employment law, including wage and hour issues, employment and compensation agreements, harassment and discrimination, medical and other leaves of absence, hiring and interviewing, and employee discipline and terminations. Sarah also advises clients regarding union/management issues, including collective bargaining, contract management and grievance arbitrations.

She is an experienced trial lawyer and regularly litigates employment law matters, representing clients in state and federal court and before local, state and federal agencies including the Equal Employment Opportunity Commission, the Minnesota Department of Human Rights and the Minnesota and federal Departments of Labor.

Sarah also has extensive experience as an investigator, performing employment investigations for a wide variety of clients from municipalities and other governmental entities to Fortune 100 corporations.

Drawing on her extensive experience as a litigator in the employment law field, and her experience as a Minnesota Rule 114 Qualified Neutral, Sarah also acts as a mediator for both employment and general civil matters. Sarah is available for workplace mediations, pre-litigation mediations, and mediation of matters that are pending before state or federal agencies or in the courts.

Sarah has received a Martindale-Hubbell AV rating and has been selected to the Minnesota Super Lawyers list since 2014. She provides pro bono services to the MSBA Unemployment Appeals Advice Clinic and the St. Paul Area Synod of the Evangelical Lutheran Church in America and its member congregations.

Areas of Practice

Employment Law

Workplace Investigations

Employment Litigation

Non-Compete & Trade Secret Litigation

BEST & FLANAGAN

Employee Benefits & Executive Compensation
Litigation
Commercial Litigation
Litigation & Appellate
Conflicts Litigation Counsel & Special Projects

Education

J.D., University of Minnesota, 1991, *magna cum laude*
B.A., Carleton College, *magna cum laude*, with distinction in English

Admissions

State of Minnesota
U.S. Court of Appeals for the Eighth Circuit
U.S. District Court, District of Minnesota

Firm News/Articles

- › Federal Court Strikes Down DOL Rule Increasing Compensation Thresholds for Exempt Employees
- › 2025 Edition of Best Law Firms® Includes 16 Best & Flanagan Practice Areas
- › Twenty-One Best & Flanagan Attorneys Included in The Best Lawyers in America® 2025 Edition
- › Twenty Best & Flanagan Attorneys Recognized as 2024 Super Lawyers and Rising Stars
- › Recent and Upcoming Changes to Minnesota Laws Affecting Employers
- › US DOL Passes Rule Increasing Compensation Thresholds for Exempt Employees
- › FTC Bans Non-Competes, But Uncertainty Remains
- › Best & Flanagan Ranked in 2024 Edition of Best Law Firms® by Best Lawyers®
- › Sixteen Best & Flanagan Attorneys Included in The Best Lawyers in America® 2024 Edition
- › Nineteen Best & Flanagan Attorneys Recognized as 2023 Super Lawyers and Rising Stars
- › Employers Take Note: Expanded Protections for Pregnant and Nursing Employees
- › Big Changes for Minnesota Employers as Legislative Session Closes
- › Women's History Month at Best & Flanagan
- › Fifteen Best & Flanagan Attorneys Recognized as 2022 Super Lawyers and Rising Stars
- › Nine Best & Flanagan Attorneys Recognized as North Star Lawyers
- › Celebrating Women's History Month
- › Supreme Court Strikes Down OSHA Mandate; Minnesota OSHA Suspend
- › MN OSHA Adopts Federal Emergency Temporary Standard
- › Large Employers Take Note—OSHA's Vaccine or Test Rule Resuscitated
- › OSHA Publishes Rule Mandating Vaccines for Employers with 100 or More Employees
- › Best & Flanagan Attorneys Recognized as 2021 Super Lawyers and Rising Stars
- › Women, Diversity & Change Virtual Summit
- › New COBRA and COVID-Related Leave Provisions of the American Rescue Plan Act of 2021
- › Reopening Workplaces on April 14
- › Year-End Labor & Employment Update
- › Employment Law Alert: Face Coverings Now Required at Work

BEST & FLANAGAN

- › Twenty Best & Flanagan Attorneys Recognized as 2020 Super Lawyers and Rising Stars
- › Minnesota and United States Supreme Court Breaking News: Federal Anti-Discrimination Protections for LGBTQ Employees, Standard of Proof for Minnesota Harassment Claims, and Sick and Safety Leave Affirmed
- › OSHA Requirements for Recording and Reporting Work-Related COVID-19 Cases
- › Update Regarding SBA Review of PPP Loan Certification
- › Minnesota Emergency Executive Order 20-40 Allows Workers in Certain Non-Critical Sectors to Return to Safe Workplaces
- › Claiming Tax Credits for COVID-19 Related Leaves Under the Families First Act
- › Update on Federal Paid Leave Benefits
- › MPCA's flexibility regarding environmental compliance during the COVID-19 pandemic
- › Update on Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act")
- › Updates on COVID-19 for Employers and Businesses
- › Strategies to Implement COVID-19 Paid Leave and Unemployment Benefits
- › Best & Flanagan Sponsors Mentoring Monday
- › Sarah Crippen Named Among Minnesota's Top 500 Executives
- › Minneapolis Wage Theft Ordinance
- › Ten Best & Flanagan Attorneys Named 2019 Minnesota Super Lawyers
- › Minnesota's New "Wage Theft" Statute Effective July 1, 2019
- › Minneapolis's Sick and Safety Leave Now Applies to Employers Located Outside of Minneapolis
- › She Leads
- › U.S. Dept. of Labor Announces New Salary Threshold of \$35,000 for Exemption from Overtime, Minimum Wage Laws
- › Employment Law Update: Minimum Wage Keeps Climbing
- › Sarah Crippen Named Leading Business Executive by Minnesota 500
- › Nine Best & Flanagan Attorneys Named 2018 Minnesota Super Lawyers
- › Legislators Consider Changes to Sexual Harassment Laws and Abolishing Non-Competes
- › Sarah Crippen Honored as 2018 Woman of Distinction
- › Minimum wage increase in Minneapolis effective January 1, 2018
- › Ten Best & Flanagan Attorneys Named 2017 Minnesota Super Lawyers
- › Federal Court Blocks New Overtime Regulations
- › Crippen Quoted Star Tribune Business Article
- › Ten Best & Flanagan Attorneys Named 2016 Minnesota Super Lawyers
- › Important Update for Employers Regarding EEOC and Sexual Discrimination
- › Sarah Crippen Elected Managing Partner
- › D.C. Circuit Again Defends Attorney-Client Privilege Protections in Internal Investigations
- › Confidentiality Agreements Should Not Discourage Whistleblowers
- › Employment & Labor Law Alert: Employers Should Act Now to Ensure Compliance with Women's Economic Security Act By July 1, 2014
- › Employment & Labor Law Alert: Women's Economic Security Act Sets New Workplace Requirements for Employers
- › Employment & Labor Law Alert: Important Update for Minnesota Employers on Changes to Background Checks
- › Employment & Labor Law Alert: Government Requires Employers to Use Revised Form I-9 By May
- › Sarah E. Crippen Certified by Minnesota State Bar Association as Labor and Employment Law Specialist

Professional Associations

- › American Bar Association

BEST & FLANAGAN

- › Minnesota State Bar Association
 - › MSBA Certified Labor & Employment Specialist
- › Hennepin County Bar Association

Awards & Recognition

- › *The Best Lawyers in America®*, 2024-present
 - › Labor and Employment Litigation
- › Honoree, Minnesota Super Lawyers, 2014-present
- › Top Lawyers in Minnesota, *Minnesota Monthly*, 2022-present
 - › Labor & Employment Law
- › North Star Lawyer, Minnesota State Bar Association, 2021
- › 2018 Woman of Distinction, Girl Scouts River Valleys



Community Associations

- › Board Member, Friends of St. Paul College Foundation
- › Legal Counsel and Advisory Member, St. Paul Area Synod Council, Evangelical Lutheran Church in America, 2015 to present
- › Vice President, Congregation Council, Gloria Dei Lutheran Church, 2008-2009
- › President, Congregation Council, Gloria Dei Lutheran Church, 2006-2008
- › Chair, Webster Magnet Elementary (St. Paul), Site Council, 2002-2003