



# Simmons Perrine

ATTORNEYS & COUNSELORS

[www.sp.law](http://www.sp.law)



## Brian J. Fagan

Managing Partner

### Contact

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**Location:** Cedar Rapids, IA

### Practice Areas

- [Labor and Employment Law](#)
- [Business and Commercial Litigation](#)
- [Probate, Estate and Trust Litigation](#)
- [Trial and Appellate Advocacy](#)
- [Municipal Law](#)

### Biography

Brian Fagan is an experience litigation attorney representing individuals and businesses in [employment and labor law](#), [business and commercial litigation](#), and [trust and estate litigation](#). He has served as the firm's Managing Partner since 2023.

Mr. Fagan represents employers across a wide range of industries, including health care, utilities, manufacturing, financial services, insurance, and transportation. He appears before local, state, and federal administrative agencies, as well as state and federal courts and arbitration panels.

### Employment & Labor Law

Mr. Fagan counsels businesses and individuals on employment-related matters, including employment contracts, independent contractor agreements, trade secrets, non-compete and non-solicitation agreements, FMLA, ADA, ADEA, Title VII, and OSHA. He regularly handles traditional labor law arbitrations involving discipline, discharge, and contract interpretation. He also conducts internal employment investigations and advises clients facing government inquiries involving workplace statutes and regulations.

### Trust & Estate Litigation

Mr. Fagan has extensive experience representing individuals and businesses in trust and estate disputes, including will contests, fiduciary challenges, and contested matters involving the administration of estates and trusts. He guides clients through complex, sensitive conflicts with a strategic approach aimed at achieving resolution—whether negotiated, mediated, or litigated.

### **Litigation Practice**

In addition to trust and estate litigation, Mr. Fagan represents clients in commercial and business litigation and agricultural-related disputes. He works with clients toward negotiated, mediated, or litigated resolutions tailored to their individual goals.

### **Mediation**

Mr. Fagan is a Certified Mediator with training from Northwestern University and the International Academy of Dispute Resolution in Des Moines, Iowa. He is also trained in Collaborative Law.

### **Background & Prior Service**

Mr. Fagan graduated from the University of Iowa and worked for Congressman Jim Leach in both the district and Washington, D.C. offices, as well as for the U.S. House Financial Services Committee. He earned a Master of Arts in International Political Economy from the Catholic University of America and graduated with honors from Drake University Law School, where he served as Editor-in-Chief of the *Drake Law Review*. Following, Mr. Fagan served as a Law Clerk to Judge Michael J. Melloy for both the United States District Court for the Northern District of Iowa and the United States Court of Appeals for the Eighth Circuit.

### **Bar Admission**

- State of Iowa

### **Education**

- Drake University Law School, JD, with honors
  - Editor-in-Chief, Drake Law Review
- Catholic University of America, 1998
  - MA, International Political Economy
- University of Iowa, 1994
  - BBA, Business Administration

### **Professional & Community Affiliations**

#### **Professional Memberships**

- Iowa State Bar Association
  - Labor and Employment Law Section
  - Alternative Dispute Resolution Section
  - Government Practice Section
- Linn County Bar Association
- Society for Human Resource Management
- Eastern Iowa Human Resource Association

#### **Community Involvement**

- Mercy Medical Center, Board of Trustees Ethics Committee
- Brucemore, Former President of the Board of Trustees
- Arc of East Central Iowa, Former Board Member
- Cedar Rapids City Council, Former Member
  - Mayor Pro Tem for the City of Cedar Rapids, 2006-2010

### **Honors & Awards**

## Professional Honors

- Included in the Best Lawyers in America® list, 2026
  - Commercial Litigation, Employment Law – Individuals, Employment Law – Management, Labor Law – Management, Litigation – Labor and Employment, Litigation – Trusts and Estates
- Included in the Best Lawyers® “Lawyer of the Year” list in Cedar Rapids
  - Labor Law – Management, 2022
  - Employment Law – Individuals, 2021, 2023
  - Litigation – Labor and Employment, 2019
- Included in Great Plains Super Lawyers list, 2018-2025
  - Employment & Labor
- AV Rating by Martindale-Hubbell®

## Community Honors

- The Arc of East Central Iowa’s Professional of the Year, 2017
- Corridor Business Journal’s Forty Under 40

## Publication & Presentations

### Publication

- Taxation of Electronic Commerce: Avoiding an Inroad upon Federalism, 49 Drake Law Review 465 (2000-01)

### Presentations

- Severance Agreements and Employer Investigation of Discrimination in the Workplace, Employment Law Risk Management Seminar, 5/12/23
- Difficult Accommodation Issues Under the ADA, Association of Corporate Counsel Annual CLE, 5/31/19
- Hot Topics Under the Americans with Disabilities Act, Employment Law Seminar, 1/11/19
- Legal Update, Iowa Tourism Leadership Institute, 4/12/18
- FMLA Case Studies to Help Guide Employers, Employment Law Seminar, 5/9/18

## News & Events

### 2025

- [Brian Fagan Included in Best Lawyers in America®](#)
- [Brian Fagan Listed in 2025 Great Plains Super Lawyers](#)

### Archive

- [Brian Fagan Included in Best Lawyers in America® 2025](#)
- [Brian Fagan Listed in 2024 Great Plains Super Lawyers](#)
- [Brian Fagan Included in Best Lawyers in America® 2024](#)
- [Brian Fagan Listed in 2023 Great Plains Super Lawyers](#)
- Brian Fagan is Recognized by Best Lawyers® as 2023 “Lawyer of the Year” for Employment Law – Individuals
- Brian Fagan Included in Best Lawyers in America® 2023
- [Brian Fagan Listed in 2022 Great Plains Super Lawyers](#)
- [Eleven SPMB Attorneys Named “Lawyer of the Year” by Best Lawyers® 2022](#)
- [Best Lawyers in America® Lawyer of the Year Cedar Rapids](#)
- [2020 Great Plains Super Lawyers Announced](#)