



CLARENCE M. BELNAVIS

Regional Managing Partner

Seattle / Portland, OR

206.693.5075

206.682.7908

Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials
- Wage and Hour
- Workplace Safety

Industry Focus

- Automotive Dealership
- Education
- Energy
- Financial Services
- Healthcare
- Higher Education
- Hospitality

OVERVIEW

Clarence Belnavis is the regional managing partner of Fisher Phillips' Seattle office. He is a trial attorney focusing on employment litigation, including disability, racial and gender discrimination, retaliation, sexual harassment, and wrongful discharge. Clarence also represents employers in wage and hour claims, employment class actions, and traditional labor matters.

In addition to his litigation practice, Clarence proactively advises clients with respect to labor and employment matters, including disability and return to work issues, employee handbooks, termination procedures and litigation avoidance.

Clarence also provides client trainings and educational presentations to industry groups and organizations regarding current and developing employment law issues.

He has been listed in *Chambers USA, America's Leading Business Lawyers* since 2006 and *The Best Lawyers in America* since 2009. He is frequently recognized in *Oregon Super Lawyers* for his work in labor and employment law.

In 2011, Clarence was honored as a "Convocation on Equality Champion" in recognition of the diversity work that he has been engaged in during his career.

Credentials

Education

- Howard University School of Law, J.D., 1994
- Florida Atlantic University, B.A., 1991

Bar Admissions

- Oregon
- Washington

Court Admissions

- U.S. Court of Appeals for the Federal Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the District of Oregon
- U.S. District Court for the Eastern District of Washington
- U.S. District Court for the Western District of Washington

Recognitions

- Recognized in *The Best Lawyers in America* (2009 - 2026)

- *Chambers USA, Labor & Employment* (2006 – 2025)
 - Listed in *Lawdragon’s 500 Leading U.S. Corporate Employment Lawyers* (2021, 2022, 2024-2026)
 - Recommended as a leading practitioner for Labor and Employment Disputes: Defense by *The Legal 500 United States* (2021 - 2022)
 - *Oregon Super Lawyers* (2006 - 2008, 2012 - Present)
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Affiliations

Professional Activities

- President, Oregon Chapter of the National Bar Association
- President, Association of Oregon Black Lawyers
- Member, Owen M. Panner Chapter of the American Inns of Court
- Former Coach, Jefferson High School (Portland, OR) Mock Trial Team

Community Activities

- Board Member, Big Brothers Big Sisters of Columbia Northwest

INSIGHTS

Event	Mar 5, 2026
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Don't Bet the Washington Farm: More Remedies Mean More Class Actions

Event	Sep 24, 2025
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2025–26 Oregon Legislative Landscape: What Employers Must Know Now

News	Jun 5, 2025
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Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA

News

Dec 3, 2024

Regional Managing Partner Discusses Portland Office Move

News

Oct 11, 2024

Portland Regional Managing Partner Discusses Oregon Warehouse Worker Protection Bill

News

Jun 10, 2024

Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law by Chambers USA