

## **CHARLES W. KOHLER**

### ***Arbitrator and Mediator***

100 East Campus View Boulevard, Suite 250  
Columbus, Ohio 43235  
(614) 438-4080  
(614) 438-4081 (Fax)

### **PROFESSIONAL EXPERIENCE**

**Private law practice** (1993 to present) Practice is concentrated in arbitration, mediation and alternative dispute resolution, specializing in labor and employment disputes.

**Court of Appeals of Ohio, Tenth Appellate District** (1995-96) Special Mediator, Workers' Compensation Mandamus Cases.

**Labor Arbitrator Internship** (1993 to 1995) Served as an intern to labor arbitrator Dr. Fred Kindig.

**Columbus State Community College** (1989 and 1990) Adjunct faculty member teaching courses in labor relations and employment law.

**Clemans, Nelson and Associates** (1990 to 1992) Director of Administrative Practice and Senior Consultant. Responsibilities included representing Ohio public employers before the State Employment Relations Board, in labor arbitrations and before various governmental agencies. Served as the chief management spokesperson in labor-management negotiations and provided legal advice on negotiation issues to other negotiators. Conducted training seminars on various subjects including workers' compensation, the Civil Rights Act of 1991 and the Americans with Disabilities Act.

**Private law practice** (1988 to 1990) Practice concentrated in the representation of employees in labor and employment matters including representing employees before the State Personnel Board of Review, Industrial Commission of Ohio, and Unemployment Compensation Board of Review. The practice also included representing plaintiffs in personal injury cases and domestic relations matters. I also served as a contract hearing officer for labor dispute cases for the Ohio Bureau of Employment Services.

**Ohio Unemployment Compensation Board of Review** (1975 to 1988) Appeals referee with responsibility for conducting administrative hearings and writing decisions in over 3,000 unemployment compensation appeals. The issues litigated included discharge from employment, disciplinary suspensions, dishonesty, fraud and labor disputes. My responsibilities included ruling on procedural and evidentiary matters, evaluating testimony, interpreting labor agreements and researching applicable law.

### **EDUCATION**

#### **DUKE UNIVERSITY SCHOOL OF LAW**

Durham, North Carolina  
Juris Doctor - 1975

#### **THE OHIO STATE UNIVERSITY**

Columbus, Ohio  
Bachelor of Science in Business Administration - 1972

### **BAR ADMISSIONS**

Ohio (1975); Florida (1976)  
U.S. District Court for the Southern District of Ohio (1988)