

Gary W Kloepfer

5165 Deerview Park Drive

Cleves, Ohio 45002

202-251-1495

gwkloepfer@gmail.com

garykloepfer.com

Experienced AAA and FMCS Labor Arbitrator, General District Court and Workplace Mediator. I am dedicated to ensuring a fair and consistent application of collective bargaining agreements, rules, policies, procedures, and laws. I possess the excellent intuitive skills necessary to make decisions based on my 38 years of Labor Relations experience and the Dispute Resolution processes. Made binding decisions based on the language of collective bargaining agreements, facts, past practices, credibility, the law, and other understandings of the parties relative to the interpretation of the labor agreement or whether preponderance evidence exists to support the final decision in dispute. I possess a first-hand understanding, appreciation, and respect of labor-management relations from the employer's, the unions, and the employees' perspectives.

My passion is resolving workplace disputes through arbitration or mediation. It is that simple. I conduct an orderly hearing, allow the parties' representatives to present their cases, write clear decisions, and get findings out on time. As a mediator, I press hard for a settlement without being bossy. My philosophy is straightforward; an Arbitrator must be neutral, and their decision must be based on the submitted evidence and testimony. An Arbitrator must interpret the Contract as written as well and the parties' bargaining history and practices. My philosophy for Mediation is the same; assisting the disputants reach mutually agreeable resolution to their dispute is even more satisfying than their success in mediation. In mediation, the parties control their destiny; it is a win-win environment that I nurture. There are no losers in mediation. It is particularly gratifying when I can guide parties to a solution that avoids arbitration or litigation. Assisting the parties so they may be able to make their own decision is especially rewarding when the issue involves a communication breakdown between Labor, Employers and Employees.

Arbitration Panels

American Arbitration Association (AAA)

Federal Mediation and Conciliation Service (FMCS) – Private and Federal Sectors

United States Postal Service

Ohio State Employment Relations Board

Illinois Educational Labor Relations Board

Pennsylvania Bureau of Mediation, Department of Labor, and Industry

Oregon Labor Relations Board

Montana Labor Relations Board

Kentucky Labor Cabinet

Panelist for Indiana Education Employment Relations Board (IEERB)

Financial Industry Regulatory Authority (FINRA)

Better Business Bureau (Ohio and National)

Neutral Representative on Executive Board for Central Ohio Labor and Employment Association (COLERA)

Mediation Panels

Society of Federal Labor and Employee Relations Professionals
Federal Mediation and Conciliation Service Qualified
Ohio Foreclosure Mediation Board
Member of the Association for Conflict Resolution
Ohio SERB Mediator
Oregon SERB Arbitrator/Mediator
Pennsylvania Bureau of Mediation
Home Foreclosure Mediator and Mediator (Voluntary) for the Common Pleas Court for Hamilton County, Ohio
Eviction/Foreclosure Mediator for the State of Ohio
Montana Arbitration Board

Formal Panels

Virginia General District Court
DC Bar Attorney-Client Arbitration Board (ACAB)
District of Columbia Court of Appeals – Hearing Board Member for Board of Responsibility

EDUCATION

National Labor College

Bachelor of Arts: Union Leadership and Administration and Labor Safety and Health

University of Georgia

Certified Mediator

Mediators Without Borders

Certified Mediator

CERTIFICATES

Certified Mediator - The University of Georgia
Mediators Without Borders, Certified Mediator
Mediators Without Borders - 60 Hours Mediation & ADR Internship
Mediation Training: Theory & Techniques for the Advocate & Mediator - Kentucky Supreme Court
Foreclosure Mediation Training - Ohio Supreme Court
Certified Mediator - Judicial Council of Virginia for General District Court
Labor Management Certification - Northern Kentucky University
EEO Investigator 32 Hour Training for the Postal Service
Becoming a Labor Arbitrator – FMCS
Judicial Council of Virginia General District Court Mediator
2018 Arbitrator and Advocate Symposium sponsored by the FMCS, LERA, and National Academy of Arbitrators
Mediation Skills - FMCS
Becoming a Labor Arbitrator from FMCS
EEO Investigator 32 Hour Training
Case Finances – What Arbitrators Need to Know - AAA
Award Writing Safeguarding, Deciding & Writing Awards - AAA
Arbitrating a Difficult Discharge Case - AAA
Practical Guide to the Consumer Arbitration Process – AAA
The Meaning and History of the Constitution – Hillsdale College