

**CHARLES W. KOHLER, ESQ.**

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**PROFESSIONAL AFFILIATIONS:**

Central Ohio Labor and Employee Relations Association  
The Florida Bar  
National Academy of Arbitrators  
Labor and Employment Relations Association of Northeast Ohio  
Ohio State Bar Association

**EDUCATION:**

JD      Law                  Duke University School of Law, 1975  
BS      Finance                The Ohio State University, 1972

**STATE BAR MEMBERSHIPS:**

Ohio    1975  
Law    Florida 1976

**EXPERIENCE:**

**1993-Present:** Labor Arbitrator and Mediator. Arbitrate labor cases for FMCS and AAA, and as a member of arbitration panels. Act as Fact Finder and Mediator for Ohio SERB, and as Special Magistrate for Florida PERC.

**2003 –2015:** Senior Administrative Hearing Officer, Ohio Unemployment Compensation Review Commission.

**1995-1997:** Mediator, Ohio Court of Appeals, Tenth Appellate District, 1995-1997.

**1990-1992:** Director of Administrative Practice and Senior Consultant for Clemans, Nelson and Associates.

**1988 to 1990:** Private law practice concentrating 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.

**1975 to 1988:** Appeals referee for the Ohio Unemployment Compensation Board of Review.

**SIGNIFICANT PUBLICATIONS:**

Associate Editor, Discipline and Discharge in Labor Arbitration, BNA (1998).  
Chapter Editor, How Arbitration Works, Chapter 15: *Discipline and Discharge*, BNA, Sixth Edition.

**PERMANENT ARBITRATION PANELS:**

City of Columbus and CMAGE/CWA Local 4502  
First Energy and Utilities Workers Union of America Local 270  
TimkenSteel Corporation and USW Golden Lodge Local 1123  
State of Florida and Florida Police Benevolent Association  
Greater Cleveland Regional Transit Authority and Amalgamated Transit Union

**ARBITRATION ROSTERS:**

American Arbitration Association; Labor Arbitrator Panel  
Federal Mediation and Conciliation Service  
Florida Public Employees Relations Commission; Roster of Special Magistrates  
National Mediation Board; Roster of Arbitrators  
Ohio State Employment Relations Board; Roster of Neutrals

**CASES PUBLISHED IN BNA LABOR ARBITRATION REPORTS:**

108 LA 954, 113 LA 289, 113 LA 624, 114 LA 345, 115 LA 633, 116 LA 586, 116 LA 1650,  
131 LA 1617, 133 LA 1521, 134 LA 209