

CHARLES (CHIP) KOHLER

Email: kohlerlaw@aol.com (Preferred Contact Method)

kohlerarbitration.com

Present Occupation Labor Arbitrator, Mediator, Fact Finder, Special Magistrate

Mailing Address

564 Village Green Loop
Westerville, OH 43082

Additional Addresses

Orlando, FL 32803

Mobile Phone: (614)226-8521

PROFESSIONAL STATEMENT

I specialize in arbitration and mediation, with a focus on labor and employment law. My accomplishments in the field of labor arbitration were recognized when I was invited to membership in the National Academy of Arbitrators 2002.

In 2023, I was selected as a member of the National Academy of Distinguished Neutrals.

As a full-time labor arbitrator for over two decades, I have rendered more than 600 labor arbitration awards. My practice includes both private and public sector cases.

PUBLICATIONS:

Associate Editor, Discipline and Discharge in Labor Arbitration,
Chapter Editor, How Arbitration Works,

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators

American Arbitration Association

American Bar Association

COLERA

LERA-NEO

Ohio State Bar Association Labor and Employment Law Section Council

EDUCATION

JD Law Duke University School Of Law

BSBA Finance The Ohio State University

MEMBER OF OHIO AND FLORIDA BARS

ARBITRATION/LABOR RELATIONS EXPERIENCE

Ohio Tenth District Court of Appeals - Special Mediator for Workers' Compensations Appeals,

Clemans, Nelson & Associates - Director of Administrative Practice,

Columbus State Community College - Adjunct Professor; Labor Relations and Employment Law,

Unemployment Compensation Review Commission – Senior Administrative Hearing Officer,

INDUSTRIES

Advertising, Aerospace, Agriculture, Aluminum, Automotive, Bakery, Beverage, Brewery, Broadcasting, Building products, Cement, Chemicals, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Food manu/proc/service, Foundry, Hospital/nursing

home, Machinery, Metal fabrication, Mining, Nuclear energy, Office workers/clerical, Organizations, Packaging, Petroleum/petrochemicals, Plastics, Police & fire, Printing & publishing, Prison guard, Public

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FMCS-3337

sector grievance, Public sector interest, Pulp & paper, Railroads, Steel, Stone/quarry, Symphony orchestra, Tobacco, Transportation, Trucking & storage, Utilities, Warehousing

ISSUES

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Conduct (off-duty/ personal), Cost-of-living pay, Demotion, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Fringe benefits, Grievance mediation, Health/hospitalization, Holiday pay, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Official time, Overtime Pay, Past practices, Pension and welfare plans, Promotion, Race, Retirement, Safety/health conditions, Seniority, Sexual harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Tenure/reappointment, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

PERMANENT PANELS

City of Columbus and CWA Local 4502; Greater Cleveland Regional Transit Authority and Amalgamated Transit Union; State of Florida and Florida Police Benevolent Association; TimkenSteel Corporation and USW Golden Lodge Local 1123

ARBITRATION ROSTERS

FMCS Arbitration Roster; Commonwealth Of Kentucky; Florida PERC Special Magistrate Panel; National Mediation Board; OH Dept Of Educ Panel Of Ref; OH Serb

PUBLISHED CASES

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

RATES/POLICIES

Per Diem: \$1,900.00

The per diem charge applies to the hearing , travel, and award preparation. If combined hearing and travel on one day exceeds 8 hours, additional time billed at \$200.00 per hour. The same hourly rate applies to time spent on pre-hearing matters, such as conference calls, motions, etc. The arbitrator reserves the right to issue an interim invoice prior to issuing the award. Invoices are payable upon receipt. For late payments, the arbitrator charges a service fee of 1.5% per month .

Cancellation: \$1,900.00

Applies to cancellations fewer than 21 days prior to the scheduled date. The fee applies to each scheduled day of hearing. In addition, the parties are responsible for hotel and airfare cancellation fees.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare at the lowest fully refundable fare, car rental, meals, and lodging. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator calculates expenses from the arbitrator's closest business address to the hearing location.

Other: \$500.00

Docketing Fee-\$500.00

Applies upon notification of selection to cover administrative and processing time.