

## Experience

- Advises clients on employee discipline and discharge, layoffs and reductions-in-force, sexual harassment investigations and other human resources issues
- Defends employers in discrimination and wrongful discharge litigation and administrative proceedings before federal and state fair employment practices agencies
- Experienced in Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, the Family and Medical Leave Act and the National Labor Relations Act
- Assists clients in drafting employment, severance and non-competition agreements, employee handbooks and personnel policies, performance appraisal systems and alternative dispute resolution programs
- Represents employers in traditional labor matters, including union representation campaigns, collective bargaining, contract administration and arbitrations

## Background

- Served as a judicial law clerk to U.S. District Court Judge Walter H. Rice
- Past instructor at Cleveland State University's Center on Labor-Management Relations
- Guest faculty member at the Northern Area Training Center at Menorah Park
- Former member of the Boards of Trustees of Koinonia Homes, Inc. and the West Side Community Mental Health Center

## Bar Admissions

- All Ohio state courts
- U.S. District Courts for the Northern and Southern Districts of Ohio
- U.S. Courts of Appeals for the Sixth and Seventh Circuits

## Memberships & Associations

- Labor and Employment Law sections of the Ohio State Bar Association and American Bar Association
- Cleveland Metropolitan Bar Association

## Education

- Heidelberg College, B.A., *magna cum laude*, 1983
- University of Toledo College of Law, J.D., *cum laude*, 1986

## Lester W. Armstrong Of Counsel



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### Practice Areas:

Labor & Employment  
Civil & Commercial Litigation  
Health Care  
Human Resources  
Occupational Safety & Health