



## David R. Knowles OF COUNSEL

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## Professional Experience

David Knowles has a broad range of experience representing employers in complex labor and employment matters. He is certified as a Labor-Employment Law Specialist by the Ohio State Bar Association.

David has:

- Defended employers in State and Federal Courts and before State and Federal administrative agencies in matters arising under Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Older Workers Benefit Protection Act, the Family and Medical Leave Act, the Fair Labor Standards Act, State Discrimination Laws, Wrongful Discharge and Public Policy claims, Harassment claims and Retaliation claims
- Represented employers in OSHA Proceedings, Intentional Torts, VSSRs, Non-Competition-Trade Secret matters, unemployment compensation hearings and appeals, and workers' compensation matters
- Provided advice and guidance to employers regarding the full range of employment related practices, procedures and policies (including the drafting of employment agreements, employee handbooks, affirmative action plans and substance abuse policies), termination matters and reductions in force
- Represented employers before the National Labor Relations Board (NLRB) in Unfair Labor Practice (ULP) charges and representation cases

David also:

- Conducts in-house management and employee training programs
- Negotiates collective bargaining agreements with various unions covering a single employer, as well as multiple union/multiple facility agreements

- Presents grievances/arbitration cases on a wide range of collective bargaining issues

David is a former attorney with the National Labor Relations Board and is a frequent speaker at seminars, conferences and programs on labor and employment topics. He also serves as Board Officer/Trustee/member for various charitable/non-profit organizations and is also currently the Chairman of the Strongsville Civil Service Commission.

## Practice Areas

- Labor & Employment

## Admissions

- Ohio, 1974
- New York, 1981
- United States District Court, Northern District of Ohio, 1976
- United States Court of Appeals, First, Fourth, Fifth, Sixth, Eighth and Eleventh Circuits
- United States Supreme Court, 1979

## Memberships/Honors/Awards

- Certified as Labor-Employment Law Specialist – Ohio State Bar Association, 2002
- American Bar Association
- Ohio State Bar Association
- Cleveland Metropolitan Bar Association/Past Chair – Labor and Employment Law Section
- Selected as an Ohio SuperLawyer
- Martindale Hubbell's Highest Possible Rating in Both Legal Ability and Ethical Standards, A-V

## Education

- J.D., Cleveland-Marshall College of Law, 1973
- B.A., Cleveland State University, 1970