



Charles C. Warner

counsel to the firm

Charlie is an experienced attorney in the area of employment law and litigation generally. He represents employers in connection with discrimination charges, express and implied employment contract issues, employment practices, and related tort and benefit claims.

Charlie's wide litigation experience includes the defense of both opt-out and opt-in class actions.

Charlie is a fellow of the College of Labor and Employment Lawyers and has been listed by *Best Lawyers*® for Labor and Employment Law for more than 10 consecutive years. In 2018, he was named *Best Lawyers*® "Lawyer of the Year" in Columbus, Ohio for Litigation - Labor & Employment. Additionally, he is recognized by *Ohio Super Lawyers*® in the area of Employment and Labor and in *Chambers USA* as one of the leading attorneys in Employment Law in Ohio.

Charlie has served as a frequent presenter at national and state conferences on various labor and employment law topics, including presenting for many years at the Ohio State Bar Association's Midwest Labor Law Conference and on "Litigation Ethics" at the Ohio CLE Institute. He was also a chapter editor for the second and third editions of *Employment Discrimination Law*.

BAR ADMISSIONS

- Ohio
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Southern District of Ohio
- Supreme Court of the United States

PRESENTATIONS

- "Insights and Issues in the Evolving Pay Equity Landscape," Advanced Employment Law Seminar, Ohio State Bar Association, May 24, 2018

CONTACT

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SOCIAL MEDIA

Blogs

employerlawreport.com

EDUCATION

The Ohio State University College of Law, J.D., *cum laude*, 1970

Yale University, B.A., 1964

SERVICES

Labor & Employment

- Employment litigation
- Employment law compliance counseling
- Leave, FMLA and ADA reasonable accommodation counseling
- Class and collective actions
- NLRB and other unfair labor practices representation
- Reductions-in-force and restructuring

- “In the Hot Seat: Deciphering the Code,” Porter Wright Employment Relations Seminar, Oct. 20, 2016
- “Workplace Investigations Savior Faire: Developing Your Know How and Reducing Your Risk,” Porter Wright Employment Relations Seminar, May 7, 2014
- “Current Ethical Considerations for Labor and Employment Lawyers,” 50th Annual Midwest Labor and Employment Law Seminar, October 2013
- “Hot Issues in Employment Law: The Government and Courts Speak,” Ohio State Bar Association, June 2013

PROFESSIONAL ASSOCIATIONS

- American Bar Association, Labor and Employment Law Section, Equal Employment Opportunity Committee, Management Co-Chair, 2000-2002; Dispute Resolution Section, State and Local Bar Committee, Chair, 1995-1998
- American Bar Foundation, Life Fellow
- Ohio State Bar Association, Labor and Employment Law Section; Council of Delegates; Ohio Federal Bench/Bar Conference, Co-planner, 2001, 2003, 2005, 2007, 2009, 2011
- Ohio State Bar Foundation, Life Fellow
- Columbus Bar Association, Past President; Labor and Employment Law Committee, Founding Chair
- Columbus Bar Foundation, Past President, Fellow
- College of Labor and Employment Lawyers, Fellow
- Sixth Circuit Conference, Life Member
- Ohio Association of Civil Trial Attorneys
- Federal Bar Association
- Ohio Management Lawyers Association, Founder and Chair, 2003-2006
- Ohio Metropolitan Bar Association, President, 1991-1992

HONORS | AWARDS

- *Best Lawyers*®, Columbus, Ohio Litigation – Labor and Employment. “Lawyer of the Year,” 2018
- *Best Lawyers*®, Columbus, Ohio Employment Law – Management, “Lawyer of the Year,” 2015
- *Best Lawyers*®, Employment Law – Management, Labor Law – Management, Litigation – Labor and Employment
- *Chambers USA*, Labor & Employment, Band One (highest ranking), Ohio
- *Ohio Super Lawyers*®
- *Ohio Super Lawyers*®, “Top 50 Columbus Super Lawyers,” 2006, 2012, 2013, 2017
- The Ohio State University, Distinguished Service Award
- Ohio State Bar Foundation, Honorary Life Fellowship Award
- Columbus Bar Association, Bar Service Medal and Community Service Award
- Ohio Association of Civil Trial Attorneys, Frank S. Hurd Member of the Year Award
- *Who's Who in American Law*®
- *Who's Who Legal USA* - Management Labor & Employment
- The International Who's Who of Management Labor & Employment Lawyers
- *Who's Who in the World*®
- *Who's Who*, Lifetime Achievement Award

COMMUNITY

- Opera Columbus, President, 1999-2001, 2012-2015; Board Member, 1993-present
- Chamber Music Columbus, President, 2007-2012; Board Member and Development Committee Chair, 2003-present
- Worthington Historical Society, Board Member, 1982-present
- Yale Club of Central Ohio, former and current acting President
- Worthington Personnel Board of Review, Chair
- The Ohio State University Michael E. Moritz College of Law, National Council, President, 2002-2004