

**Gary W Kloepfer**

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Experienced AAA and FMCS Labor Arbitrator, General District Court and Workplace Mediator. I am dedicated to ensuring a fair and consistent application of collective bargaining agreements, rules, policies, procedures, and laws. I possess the excellent intuitive skills necessary to make decisions based on my 38 years of Labor Relations experience and the Dispute Resolution processes. Made binding decisions based on the language of collective bargaining agreements, facts, past practices, credibility, the law, and other understandings of the parties relative to the interpretation of the labor agreement or whether preponderance evidence exists to support the final decision in dispute. I possess a first-hand understanding, appreciation, and respect of labor-management relations from the employer's, the unions and the employees' perspectives.

My passion is resolving workplace disputes through arbitration or mediation. It is that simple. I conduct an orderly hearing, allow the parties' representatives to present their cases, write clear decisions, and get findings out on time. As a mediator, I press hard for a settlement without being bossy. My philosophy is straightforward; an Arbitrator must be neutral, and their decision must be based on the submitted evidence and testimony. An Arbitrator must interpret the Contract as written as well and the parties' bargaining history and practices. My philosophy for Mediation is the same; assisting the disputants reach mutually agreeable resolution to their dispute is even more satisfying than their success in mediation. In mediation, the parties control their destiny; it's a win-win environment that I nurture. There are no losers in mediation. It is particularly gratifying when I can guide parties to a solution that avoids arbitration or litigation. Assisting the parties so they may be able to make their own decision is especially rewarding when the issue involves a communication breakdown between Labor, Employers and Employees.

**Board Memberships**

Society of Federal Labor & Employee Relations Professionals

**Arbitration Panels**

American Arbitration Association (AAA)

Federal Mediation and Conciliation Service (FMCS) – Private and Federal Sectors

United States Postal Service

National Association of Railroad Referees

Ohio State Employment Relations Board

Illinois Educational Labor Relations Board

Pennsylvania Bureau of Mediation, Department of Labor and Industry

Oregon Labor Relations Board

Montana Labor Relations Board

Kentucky Labor Cabinet

Panelist for Indiana Education Employment Relations Board (IEERB)

Financial Industry Regulatory Authority (FINRA)

Better Business Bureau (Ohio and National)

Neutral Representative on Executive Board for Central Ohio Labor and Employment Association (COLERA)

### **Mediation Panels**

Federal Mediation and Conciliation Service Qualified  
Ohio Foreclosure Mediation Board  
Member of the Association for Conflict Resolution  
Ohio SERB Mediator  
Home Foreclosure Mediator and Mediator (Voluntary) for the Common Pleas Court for Hamilton County, Ohio  
Eviction/Foreclosure Mediator for the State of Ohio  
Montana Arbitration Board

### **Formal Panels**

Virginia General District Court  
DC Bar Attorney-Client Arbitration Board (ACAB)  
District of Columbia Court of Appeals – Hearing Board Member for Board of Responsibility

## **EDUCATION**

### **National Labor College**

Bachelor of Arts: Union Leadership and Administration and Labor Safety and Health

### **University of Georgia**

Certified Mediator

### **Mediators Without Borders**

Certified Mediator

## **CERTIFICATES**

Certified Mediator - The University of Georgia  
Mediators Without Borders, Certified Mediator  
Mediators Without Borders - 60 Hours Mediation & ADR Internship  
Mediation Training: Theory & Techniques for the Advocate & Mediator - Kentucky Supreme Court  
Foreclosure Mediation Training - Ohio Supreme Court  
Certified Mediator - Judicial Council of Virginia for General District Court  
Labor Management Certification - Northern Kentucky University  
EEO Investigator 32 Hour Training for the Postal Service  
Becoming a Labor Arbitrator – FMCS  
Judicial Council of Virginia General District Court Mediator  
2018 Arbitrator and Advocate Symposium sponsored by the FMCS, LERA, and National Academy of Arbitrators  
Mediation Skills - FMCS  
Becoming a Labor Arbitrator from FMCS  
EEO Investigator 32 Hour Training  
Case Finances – What Arbitrators Need to Know - AAA  
Award Writing Safeguarding, Deciding & Writing Awards - AAA  
Arbitrating a Difficult Discharge Case - AAA  
Practical Guide to the Consumer Arbitration Process – AAA  
The Meaning and History of the Constitution – Hillsdale College