

## David A. Kadela

Shareholder

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## Focus Areas

Labor Management Relations  
Discrimination and Harassment  
Wage and Hour  
Policies, Procedures and Handbooks  
Construction  
Energy

## Overview

David A. Kadela represents management in all aspects of labor and employment law. He has extensive experience representing employers in traditional labor matters including:

- Union representation campaigns
- Unfair labor practice cases
- Collective bargaining negotiations
- Arbitrations

David has also litigated scores of employment cases, a number of which he has tried, giving him considerable bench and jury trial experience. He has handled cases involving a wide variety of claims, including ones under:

- Federal and state anti-discrimination statutes
- State wrongful discharge laws
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- The Employee Retirement Income Security Act
- The Occupational Safety and Health Act

Additionally, David counsels management on preventive labor relations measures and the formulation and administration of human resources policies and procedures. He also frequently makes presentations to and authors materials for business and professional groups on labor and employment related topics.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Former Management Co-Chair, Committee on Practice and Procedure Before the NLRB, Labor and Employment Law Section, American Bar Association
- Member, Litigation Section, American Bar Association
- Member, Employee Benefits Section, American Bar Association
- Member, Labor and Employment Section, Ohio State Bar Association
- Member, Labor and Employment Section, Columbus Bar Association
- Member, Human Resources Association of Central Ohio

## Recognition

- Named, The Best Lawyers in America©, 2013-2022
- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Named, Super Lawyer, Ohio, *Super Lawyers*, 2011-2020
- Fellow, *College of Labor and Employment Lawyers*, Inducted 2010

## Education

J.D., University of Detroit School of Law, 1981

B.A., University of Michigan, 1978

## Bar Admissions

Ohio

## Courts

U.S. Court of Appeals, 4th Circuit  
U.S. Court of Appeals, 6th Circuit  
U.S. Court of Appeals, 7th Circuit  
U.S. Court of Appeals, 11th Circuit  
U.S. Court of Appeals, D.C. Circuit  
U.S. District Court, Southern District of Ohio  
U.S. District Court, Northern District of Ohio  
U.S. District Court, Eastern District of Michigan  
U.S. District Court, Western District of Michigan  
U.S. District Court, Northern District of Illinois  
U.S. District Court, Northern District of Indiana  
U.S. District Court, Northern District of Georgia  
U.S. District Court, Northern District of Alabama  
U.S. District Court, Eastern District of Virginia  
U.S. District Court, Western District of Virginia

## Publications & Press

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Buyer Beware – Continuing Its Controversial Changes, NLRB Increases the Price Tag of a Successor's Unlawful Failure to Hire Its Predecessor's Employees**

*Littler Insight*

October 8, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Labor attorney: NHL Players Association union decertification not a slam dunk to end lockout**

*Columbus Business First*

December 21, 2012

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Two-Member NLRB Majority Adopts Unprecedented Resolution to Move Forward With Subset of Election Rule Amendments**

*Littler ASAP*

December 5, 2011

**Two-Member NLRB Majority Adopts Unprecedented Resolution to Move Forward With Subset of Election Rule Amendments**

*Littler Insight*

December 5, 2011

**Congress May Cripple NLRB Post-Liebman, Becker**

*Employment Law360*

August 28, 2011

**NLRB Election Rule Amendments Jeopardize Fairness and Accuracy**

*San Francisco and Los Angeles Daily Journal*

August 2, 2011

**New Process Steel v. NLRB – Supreme Court Holds Two-Member NLRB not Authorized to Issue Hundreds of Decisions**

*LEL FLASH*

August 2010

**Littler Attorneys Kadela and Pogrebin Inducted as College of Labor & Employment Fellows**

*Littler Press Release*

June 22, 2010

**The Employee Free Choice Act: A Critical Analysis**

*Littler Report*

July 24, 2008

**Managing the Post-9/11 Workplace, How to Avoid New Legal Landmines**

*Columbus CEO*

October 2006

**Big Settlements Feed Rush to Sue Firms**

*East Bay Business Times*

October 29, 2004

**Class Action Lawsuits Rising as More Grievances Emerge**

*Columbus Business First*

April 19, 2004

**Telecommuting Requires Firms Connect with Policies**

*Columbus Business First*

April 1, 2002

**Speaking Engagements**

**2020 Hot Topics in Employment and Labor Law**

Columbus, OH

February 26, 2020

**Labor Law Issues for Non-Unionized Employers**

Littler Mendelson, Warrensville Heights, OH

October 23, 2014

**Employer's Beware: The NLRB's Pro-Labor Agenda Is Tipping the Scales Toward Unions**

American Gas Association

July 15, 2014

**Practical Tips for Navigating the Obama Administration's Labor Agenda for Non-Union and Union Employers**

Association of Corporate Counsel, Central Ohio Chapter

June 12, 2014

**Translating the Trends: Mobile Communications, the Consumerization of IT, Social Media, the Cloud and Big Data Meet the Workforce**

Human Resources Association of Central Ohio

July 18, 2013

**Labor Relations 2013—Employer Preparedness, Compliance, and Strategy**

Littler Mendelson, Scottsdale, AZ

May 8, 2013

**Traditional Labor Law Issues at Local Distribution Companies**

American Gas Association

July 17, 2012

**Labor and Employment Law Roundtable**

Association of Corporate Counsel, Central Ohio Chapter

August 4, 2011

**NLRB Meeting on Proposed Election Rule Elements**

Washington, D.C.

July 19, 2011

**Legislative Update: A Brand New (Work) Day Revisited**

Human Resources Association of Central Ohio

April 27, 2010

**Workplace Change in the Obama Era**

Columbus, OH

November 10, 2009

**The Employee Free Choice Act: The Employer View**

Ohio State Bar Association  
September 20, 2007

**Recent NLRB Decisions**

2007 Mid-Winter Meeting, Committee on Practice and Procedure Under the NLRA - American Bar Association (ABA)  
March 10, 2007

**Blogging and Other Technology in the Workplace**

Association of Corporate Counsel, Central Ohio Chapter  
September 13, 2006

**The Contingent Workforce: Legal Risks Associated with Using Independent Contractors and Staffing Firms**

Association of Corporate Counsel, Central Ohio Chapter  
May 9, 2005

**Navigating the Wage-Hour Minefield: New DOL Exemptions Compliance and Wage-Hour Class Action Litigation**

Association of Corporate Counsel, Central Ohio Chapter  
August 15, 2004

**Ethical Issues in the Trial of Unfair Labor Practice Cases**

Annual Meeting - American Bar Association  
August 3, 2001

**Books & Book Chapters**

- How to Take a Case Before the NLRB, *Bloomberg BNA*, 8th Ed., Co-Editor-In-Chief, 2011