

David A. Kadela

Shareholder

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Practice Areas

Labor Management Relations
Discrimination and Harassment
Wage and Hour
Handbooks and Policies
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®, 2013-2025
- 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

Attys Debate NLRB Deference, Athlete Status At ABA Panels

Law360 Employment Authority

February 28, 2025

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

Press Release

August 19, 2021

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

Press Release

August 20, 2020

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

Press Release

August 15, 2019

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

Press Release

August 15, 2018

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

Press Release

August 17, 2017

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

Press Release

August 16, 2016

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

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 ASAP

October 8, 2014

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

Press Release

August 18, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

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

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 ASAP

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

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

Events & 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, DC

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