



Charles M. Roesch

Of Counsel
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Chuck's practice includes the defense of private and public employers on a wide array of traditional labor, employment and benefits issues, including matters relating to the ADA, ADEA, Title VII, FMLA, Section 1981, NLRA, Wage/Hour, ERISA, employment contracts and employment at-will. His practice encompasses both national and regional representation of clients in state and federal court and he has handled labor and employment matters in 37 states and the District of Columbia. He is national outside labor & employment counsel for Golden Living (fka Beverly Enterprises, Inc.), Valvoline Inc., and Ashland Inc. He was designated by General Electric Company as national class action labor and employment counsel and a preferred provider for labor and employment matters.

He was named "Lawyer of the Year" in Cincinnati for Labor Law-Management by *Best Lawyers*® in 2012.

Chuck is the past chair of the Labor and Employment department and a former member of the firm's Board of Directors. He sits on the firm's Finance Committee.

Services

- Employment
- Labor
- Class Action
- Employment Discrimination Litigation
- Affirmative Action Plans/OFCCP Compliance
- Wage/Hour Law
- Wrongful Discharge
- ERISA Litigation & Administrative Proceedings
- Labor Arbitrations
- Collective Bargaining Negotiations

- NLRB Issues
- Strike Preparation/Litigation
- Audits, Counseling & Training

Education

- University of Cincinnati College of Law (J.D., 1984)
- University of Notre Dame (B.B.A., 1981)

Bar Admissions

- Ohio
- Kentucky

Court Admissions

- U.S. Supreme Court
- Supreme Court of Ohio
- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Southern District of Ohio
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Eastern District of Kentucky
- U.S. District Court for the Western District of Kentucky
- U.S. District Court for the Southern District of Indiana
- U.S. District Court for the Northern District of Indiana
- U.S. District Court for the Eastern District of Arkansas
- U.S. District Court for the Western District of Arkansas
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Southern District of Illinois
- U.S. District Court for the Western District of Michigan
- U.S. District Court for the District of Nebraska
- U.S. District Court for the Western District of Pennsylvania
- U.S. District Court for the Eastern District of Wisconsin

Affiliations/Memberships

- Strathmore's Who's Who, lifetime member
- The National Registry of Who's Who, lifetime member
- Cincinnati Bar Association, Labor & Employment Law Committee
- Ohio State Bar Association, Labor Law Section
- Ohio Management Lawyers Association
- Leadership Cincinnati, Class of XXVI
- Kentucky Bar Association
- Butler County Society for Human Resource Management, past board member
- Fairfield Chamber of Commerce
 - Past president
 - Past member
 - Board of Trustees
- Hamilton-Fairfield Arts Council, Board of Governors (1995 - 1997)
- Shared Harvest Foodbank, Board of Directors, past chair
- Mercy Health Partners, Human Resource Committee (1996 - 2000)
- Economic Development Association of Butler County, past board member
- Butler County Republican Party, past Executive Committee (2001 - 2003)

Distinctions

- *Best Lawyers®*
 - "Lawyer of the Year" in Cincinnati for Labor Law-Management (2012)
 - Employment Law - Management, Litigation - Labor and Employment, Labor Law - Management (2021-2024)
- Peer Review Rated AV in *Martindale-Hubbell*
- *Chambers USA®: America's Leading Lawyers for Business*, Labor & Employment
- *Corporate Counsel Annual Guide to Labor & Employment Law Top Lawyers*
- America's Most Honored Professionals (American Registry)
- Ohio *Super Lawyers®*
 - Top 50 lawyer in Cincinnati
- *Cincy Magazine*
 - Cincy Leading Lawyer
 - Leading Lawyers Power 100 (2021)

Experience

Ponder v. AT&T Corporation and Lucent Technologies Inc.

Plaintiffs brought a putative national class action claim involving over 50,000 retirees seeking reinstatement of retirement benefits provided for under CBA's. Class certification denied and favorable resolution reached.

Rashawn Manigan v. Southwest Ohio Regional Transit Authority

Plaintiff asserted claims of disability discrimination under federal and state law, claiming that his employer failed to accommodate his alleged disability. We moved for summary judgment, arguing that our client had reasonably accommodated the plaintiff and that it was not obligated to provide the specific accommodation sought by the plaintiff because this would require our client to violate its collective bargaining agreement with the union representing its employees. The court granted summary judgment for our client. The Sixth Circuit Court of Appeals affirmed.