Alexander L. Ewing

Partner

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Practice Areas

Government Services

Labor & Employment

Municipal, Townships & Counties

Schools, School Districts & Universities

Bar Memberships

Kentucky

Ohio

Alex Ewing is an experienced school lawyer and public sector labor attorney. He represents a wide variety of schools, cities, townships, and other public sector entities in all areas of labor relations, including collective bargaining, labor arbitrations, employee discipline matters, and unfair labor practice charges.

Alex specializes in Ohio public sector collective bargaining, including representing clients in the statutory impasse resolution proceedings (including fact-finding and conciliation). He has represented public sector clients in traditional labor matters before several courts in Ohio and Kentucky, the Ohio State Employment Relations Board, the Kentucky Labor Cabinet, the Ohio State Personnel Board of Review, and several local civil service commissions, as well as before multiple private arbitrators. Alex also advises clients regarding strike preparation and avoidance.

In addition to traditional labor relations work, he advises clients regarding employment discrimination, FMLA, and wage and hour issues. Alex represents clients before the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, and several state and federal courts. He also provides training on employee leave management issues for human resource managers and supervisors.

Alex has a substantial focus on school law. He serves as general counsel to school districts of all sizes and provides guidance regarding student discipline, due process, and First and Fourth Amendment issues. In his practice, Alex drafts school district policies governing a variety of areas, including teacher evaluations, social media policies, acceptable use policies, off-campus

misconduct, and bullying. He advises school districts on state student privacy law and FERPA issues.

Alex also has extensive experience advising public sector clients regarding board and council governance issues, open meetings and public records issues, and First Amendment matters.

Other Info About Alex

Experience

Represented numerous clients in fact-finding and conciliation hearings, obtaining excellent results.

Successfully arbitrated multiple contract interpretation labor disputes.

Successfully arbitrated multiple discipline and discharge arbitrations.

Obtained an injunction and Ohio SERB order regarding an unauthorized strike.

Successfully represented a client in case of first impression in Kentucky regarding management's obligation to bargain a matter of public policy.

Successfully represented a government client in due process appeal before the Sixth Circuit Court of Appeals case.

Education

Northern Kentucky University, Salmon P. Chase College of Law, J.D., 2008, *magna cum laude*
Law Review, 2006-2008
Moot Court Board 2006-2008
Chase Dean's Scholar

The Ohio State University, B.A., 2004, *summa cum laude*
Phi Beta Kappa
Evans Scholars

Courts

U.S. Court of Appeals for the Sixth Circuit

U.S. District Court for the Southern District of Ohio

U.S. District Court for the Eastern District of Kentucky

Recognition

The Best Lawyers in America®, Litigation—Labor and Employment, 2023-2027; Labor—Management, 2026-2027

Ohio Super Lawyers Rising Stars®, 2017-2018

Selected to Frost Brown Todd Leadership Program Inaugural Class, 2016

Professional Affiliations

Ohio Council of School Board Attorneys Executive Committee, elected Chair – 2022

Ohio Public Employer Labor Relations Association

National Public Employer Labor Relations Association

Ohio Bar Association

Kentucky Bar Association

Cincinnati Bar Association

Kentucky Council of School Board Attorneys

Civic Activities

Parachute Butler County CASA, Board Member

St. Xavier High School, Young Alumni Leadership Committee

DePaul Cristo Rey High School, Young Professionals Organization

St. Xavier Church, Downtown Dash and Block Party Planning Committee

St. Ursula Academy, Mock Trial Team Coach, 2009-2010

Featured Articles

U.S. Department of Education Releases Proposed Changes to Title IX Regulations

Ohio Clarifies that Juneteenth Is a Paid Holiday for Nonteaching Employees Who Work 11 or 12 Months Per Year

New Ohio Law Provides Further Flexibility to Ohio Schools for the 2021-2022 School Year

New Ohio Law Restricts Public Schools' COVID-19 Vaccine Responses

U.S. Department of Education's Title IX Notice Gives Insight into LGBTQ+ Discrimination Claims

Court Rules on the 'Cussing Cheerleader' Case: Implications for Schools and Student Off-Campus Speech

"When Work Follows You Home" – Ohio Court Invalidates Law Prohibiting Unions From Picketing Private Homes and Businesses of Representatives of Public Employers

Ohio Governor Signs Bill Granting School Districts Additional Flexibility During the COVID-19 Pandemic

Being Unbiased is Everyone's Job: Sixth Circuit Upholds Termination of Public Employee for Her Out-of-Work, Public Social Media Post

Supreme Court Decision Prohibiting LGBTQ Discrimination in Employment Could Have Important Implications for Schools

Sixth Circuit Recognizes a Fundamental Right to a Basic Minimum Education

HB 197 (COVID-19 Relief Bill): What Schools Need to Know

U.S. Supreme Court Rules Eighth Amendment Excessive Fines Clause Applies to State and Local Governments

Public Sector Union Fair Share Fees Ruled Unconstitutional: Supreme Court Hands Down Landmark Decision in Janus v. AFSCME Council 31

Promptly and Appropriately Responding to Sexual Harassment Complaints Is Important to Help Shield a Public Employer from Title VII Liability

Supreme Court Sends Transgender Bathroom Case Back to Court of Appeals

Trump Administration Revokes Administrative Guidance Regarding Transgender Student Rights in Schools

Sixth Circuit Refuses to Overrule Injunction Requiring School to Allow Transgender Student to use Restroom Based on Gender Identity

SCOTUS Blocks Order Requiring School to Allow Transgender Student Access to Bathroom Matching Their Gender Identity

Federal Government directs public schools to allow transgender students to use bathroom that matches their gender identity

The Federal Government Takes a Strong Position on Transgender Students' Rights to Locker Room Access

The Effects of the State Biennial Budget on Ohio School Districts

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