Practice Areas

Labor & Employment

Bar Memberships

Ohio

James K. L. Lawrence

Retired Partner

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As of January 2014, Jim's practice is limited to mediation and teaching dispute resolution. In the past he has defended unfair labor practices before the National Labor Relations Board, advised on employment matters involving discrimination, disability and religious accommodation, family and medical leave, employment contracts and at-will employment, and managed mediation, collective bargaining, and individual and multi-party negotiation.

Other Info About Jim

Experience

Jim was a trial attorney with the National Labor Relations Board (1965-70). He has extensive collective bargaining experience including plant and work relocations, plant closings, and health care restructuring in the public and private sectors. He has mediated disputes for the U.S. District Court for the Southern District of Ohio, the Court of Common Pleas for Hamilton County, Ohio, the Equal Employment Opportunity Commission's Mediation Project and through private referrals.

Education

The Ohio State University, Moritz College of Law, J.D., 1965

The Ohio State University, B.A., 1962

Recognition

University of Cincinnati – Outstanding Adjunct Faculty Award, 2008

University of Cincinnati College of Law Outstanding Adjunct Faculty Award, 1998

Selected for inclusion in *Ohio Super Lawyers®* 2004-2016

The Best Lawyers in America® 2005-2016

Who's Who in America® and Who's Who in the World®

Recipient of Ohio's Friend of Legal Education Award by the Ohio State Bar Association, 2003

Chambers USA,® America's Leading Business Lawyers 2004-2014

Who's Who Legal: USA Management Labour & Employment 2006

Professional Affiliations

Ohio State Bar Association, Past Chair of the Labor and Employment Law Section

Cincinnati Bar Association, Past Chair of the Labor and Employment Committee

American Bar Association, Labor and Employment Law Section and Section on Dispute Resolution

International Institute for Conflict Prevention & Resolution (CPR)

Association for Conflict Resolution (formerly Society of Professionals in Dispute Resolution)

College of Labor & Employment Lawyers, Fellow

Potter Stewart Inn of Court, Senior Master of the Bench and Program Chair

Collaborative Law Center, Incorporator and member, Steering Committee

Civic Activities

Governor Voinovich's Operations Improvement Task Force, Member

The Ohio State University Moritz College of Law, National Council

The Ohio State University College of Law Alumni Association, Past President

Cincinnatus Association, Past President

Seven Hills Neighborhood Houses, Past President

Leadership Cincinnati, Class VII and Steering Committee

Cincinnati Citizens Police Association

Firm Committees

Labor & Employment Department, former Chair

Alternative Dispute Resolution Practice Group, former Chair

Major Publications

October 12, 2012 – Midwest Labor & Employment Law Conference in Columbus, Ohio – Lying, Misrepresenting, Puffing, and Bluffing: Legal, Ethical, and Professional Standards for Negotiators and Mediation Advocates

November 6, 2012 – Management Performance International in Cincinnati, Ohio – Petitioned-for Bargaining Units: The Practical Effects of Micro Units After Specialty Health Care

November 6, 2012 – Management Performance International in Cincinnati, Ohio – The NLRB's Proposed Ambush Election Rules: Unlike The Clint Eastwood Movie, Nothing Good, Only Bad and Ugly

November 7, 2012 – The Cincinnati Bar Association – Partnering With The Mediator to Improve Your Outcome

Jim has conducted numerous negotiation, mediation and conflict resolution workshops for major institutions including Federated Department Stores, LensCrafters, PNC Bank, N.A., Lexis-Nexis, Comair, Cincinnati Public Schools, Children's Hospital Medical Center, Robert Morris Associates (a trade association for the banking industry), The Internal Revenue Service, and The Ohio Association of School Business Officials.

Since 1975, Jim has been an adjunct professor teaching employment discrimination and negotiation in the graduate school and the College of Law at the University of Cincinnati. This also includes Lecturer, Osher Lifelong Learning Institute at the University of Cincinnati, "Dispute Resolution: Negotiating Through Conflict" 2012. He also teaches negotiation at The Ohio State University Moritz College of Law and Pepperdine University School of Law. He is a graduate of the Harvard Negotiation Project and in 1991 served as a teaching fellow at Harvard. Jim has conducted numerous workshops on negotiation, mediation, dispute resolution, and employment discrimination.

"Lying, Misrepresenting, Puffing and Bluffing: Legal, Ethical and Professional Standards for Negotiators and Mediation Advocates"
29 Ohio State Journal of Dispute Resolution, No. 1 (January 2014)

"Collaborative Lawyering: A New Development in Conflict Resolution"
17 Ohio State Journal of Dispute Resolution, No. 2 (February 2002)

"Mediation Advocacy: Partnering with the Mediator"
15 Ohio State Journal on Dispute Resolution, No. 2 (Spring 2000)

"Alternative Dispute Resolution: Legal Developments, Drafting Guidelines and Psychological Benefits"
Labor Law Journal, Vol. 47, No. 6, June 1996

Editor, "Pass the Gavel," a monthly newsletter published by the Moritz College of Law at The Ohio State University for Ohio judges

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