

**Kloepfer ADR LLC
5165 Deerview Park
Cleves, Ohio 45002
202.251.1495
gwkkloepfer@gmail.com**

Experienced AAA and FMCS Labor Arbitrator and Court Mediator who is dedicated to ensuring a fair and consistent application of collective bargaining agreements, rules, policies, procedures, and laws. I possess excellent intuitive skills necessary to make decisions based on my 38 years of Labor Relations experience and in the Dispute Resolution processes. Make binding decisions based on the language of collective bargaining agreements, facts, past practices, credibility, the law, and other understandings of the parties relative to the interpretation of the labor agreement or whether or not sufficient evidence is present to support or not support my decision in dispute. I possess a visceral, first-hand understanding, appreciation, and respect of labor-management relations from the employer's and the union's perspective.

My passion is resolving workplace disputes through arbitration or mediation. It is that simple. I conduct an orderly hearing, allow the parties' representatives to present their own cases, write clear decisions, and get decisions out on time. As a mediator I press hard for a settlement without being bossy. My philosophy is straightforward; an Arbitrator must be neutral and must make their decisions based on the Contract and not rewrite the parties Contract. An Arbitrator must interpret the Contract as written as well and the parties bargaining history and practices. My philosophy for Mediation is basically the same; I have discovered that assisting parties reach a mutually agreeable resolution to their dispute is even more satisfying to me than their success in mediation and/or arbitration. In mediation the parties control their own destiny. There are no losers in mediation. Most of the cases that I mediate are already in at some level of the dispute process. However, it is particularly gratifying when I can guide parties to a solution that avoids litigation. This is especially rewarding when the issue involves the breakdown in communications between Labor and Employers or workers and Employers.

Arbitration Panels

American Arbitration Association (AAA)
Federal Mediation and Conciliation Service (FMCS)
Postal Service Panel
Ohio State Employment Relations Board
Illinois Educational Labor Relations Board
Pennsylvania Bureau of Mediation, Department of Labor and Industry
Oregon Labor Relations Board
Montana Labor Relations Board
Kentucky Labor Cabinet
Panelist for Indiana Education Employment Relations Board (IEERB)
Financial Industry Regulatory Authority (FINRA)
Better Business Bureau (Ohio and National)
Neutral Representative on Executive Board for Central Ohio Labor and Employment Association (COLERA)

Mediation Panels

Federal Mediation and Conciliation Service Qualified
Member of the Association for Conflict Resolution
Home Foreclosure Mediator and Mediator for the Common Pleas Court for Hamilton County Ohio

Formal Panels

**Gary Kloepfer
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Virginia General District Court
DC Bar Attorney Client Arbitration Board (ACAB)
District of Columbia Court of Appeals – Hearing Board Member for Board of Responsibility

EDUCATION

National Labor College

Bachelor of Arts: Union Leadership and Administration and Labor Safety and Health

University of Georgia

Certified Mediator

Mediators Without Borders

Certified Mediator

CERTIFICATES

Certified Mediator - The University of Georgia
Mediators Without Borders, Certified Mediator
Mediators Without Borders - 60 Hours Mediation & ADR Internship
Mediation Training: Theory & Techniques for the Advocate & Mediator - Kentucky Supreme Court
Foreclosure Mediation Training - Ohio Supreme Court
Certified Mediator - Judicial Council of Virginia for General District Court
Labor Management Certification - Northern Kentucky University
EEO Investigator 32 Hour Training
Becoming a Labor Arbitrator – FMCS
Judicial Council of Virginia General District Court Mediator
2018 Arbitrator and Advocate Symposium sponsored by the FMCS, LERA and National Academy of Arbitrators
Joint Labor-Management Co-Mediation from FMCS
Becoming a Labor Arbitrator from FMCS
EEO Investigator 32 Hour Training
Case Finances – What Arbitrators Need to Know - AAA
Award Writing Safeguarding, Deciding & Writing Awards - AAA
Arbitrating a Difficult Discharge Case - AAA
Practical Guide to the Consumer Arbitration Process – AAA
The Meaning and History of the Constitution – Hillsdale College

AWARDS

- Army Commendation Medal for Meritorious Service
- Member of National LERA Diversity and Inclusion and Diversity Committee
- Neutral Representative on Executive Board for Central Ohio Labor and Employment Association (COLERA)