



# BAILEY | CAVALIERI

Gary S Batke

MEMBER

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## OVERVIEW

Gary is a member of the Labor and Employment Group with extensive experience representing public and private employers of all sizes. With a comprehensive knowledge of labor and employment law, he is a trusted advisor concerning proactive organizational optimization, performance management, protection of intellectual property, policy and contract development, and loss prevention strategy and implementation.

When employment disputes arise, Gary's experience and practical counsel promotes beneficial resolution at an early stage when appropriate. When litigation is necessary, Gary is a formidable advocate for employers in employment litigation involving allegations of workplace discrimination, harassment, wage-hour violations, restrictive covenant violations, and all types of wrongful discharge.

Gary also possesses significant experience in traditional labor law, guiding employers through union avoidance and union organizing campaigns, and representing employers in collective bargaining, labor arbitration and defense of unfair labor practice charges.

In addition to his legal work, Gary frequently educates business organizations on current workplace issues. Gary's commitment to providing timely, practical, and effective legal counsel to his clients is second to none as he helps employers navigate the ever-changing landscape of labor and employment law.

## EDUCATION

Indiana University, Bloomington, Indiana (J.D., 1985)  
Elmhurst College, Elmhurst, Illinois (B.S., 1982, with high honors)

## BAR ADMISSION

Ohio  
Illinois (Inactive Status)

## COURT ADMISSIONS

United States District Court, Southern District of Ohio  
Sixth Circuit Court of Appeals

## PROFESSIONAL HIGHLIGHTS

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Routinely advises employers regarding loss prevention and compliance involving diverse workplace laws and regulations addressing harassment and discrimination, wage-hour, leave of absence, trade secrets, union avoidance, employee discipline and discharge, collective bargaining and grievance defense, reduction in force, affirmative action and employment contracts.

Successfully represented public and private employers in collective bargaining negotiations, labor arbitrations, work stoppages and unfair labor practice charges. Successfully defended employers in litigation in federal and state courts and before state and federal agencies regarding allegations of discrimination, harassment, wrongful discharge, overtime violations, breach of employment contract, employee leave and FMLA violations.

## AFFILIATIONS AND CIVIC INVOLVEMENT

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Director, Big Brothers/Big Sisters Association of Central Ohio, 1987-2001 (President 1999-2000)

Director, Big Brothers/Big Sisters Foundation, 2001-Present (President 2008-2009)

Member, Ohio Management Lawyers Association (Chair 2017-18)

Member, Columbus Bar Association

Member, Ohio State Bar Association

## PROFESSIONAL RECOGNITION

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Martindale Hubbell, AV Rating

Best Lawyers in America, 2006 - present

Employment Law - Management

Labor Law - Management

Litigation - Labor and Employment

2019 Lawyer of the Year, Labor Law-Management, Columbus, OH