

CHRISTINE T. COSSLER



Christine T. Cossler is a partner in Weston Hurd's Education Law Group. She defends discrimination, harassment, and wrongful discharge allegations.

She also defends breach of contract issues, promissory estoppel and breach-of-the-covenant-of-good-faith and fair dealing actions. Furthermore, she defends Employee Retirement Income Security Act (ERISA) claims, non-compete and non-disclosure issues as well as various torts, including intentional torts. Christine represents clients at administrative proceedings before the State Employment Relations Board (SERB), the Unemployment

Compensation Review Commission, (UCRC), the Equal Employment Opportunity Commission (EEOC), and the Ohio Civil Rights Commission (OCRC). She regularly counsels both public- and private-sector employers on general employment matters and provides training on a variety of topics, including harassment prevention, employee workplace privacy, and appropriate use of employer technology.

Christine guides clients through ongoing labor relations issues and assists them in the interpretation and enforcement of collective bargaining agreements. In addition to employment litigation and counseling, Christine has successfully represented her clients in unfair labor practice (ULP) charges and arbitration before the National Labor Relations Board (NLRB) and SERB. Christine served as a law clerk for the Honorable James S. Gwin, U.S. District Court, Northern District of Ohio.

REPRESENTATIVE MATTERS

EDUCATION LAW

- Defends school districts against coach's claims
- Defends boards of education in arbitration proceedings, including those based on contract interpretation and employee discipline/discharge
- Assists clients in interpretation, application and administration of collective bargaining agreements
- Formulates, implements, and administers board policy

- Provides contract advice, guidance and drafting, including third-party agreements
- Counsels clients on employment and personnel issues, including hiring, termination, evaluation and corrective action counseling
- Counsels clients on public records and the Sunshine Law, addressing the privacy concerns of employees and students
- Counsels clients on student legal issues, including challenges to board policies, discipline, and First Amendment issues
- Defends public records challenges

LABOR & EMPLOYMENT LAW

- Defends employers in discrimination actions before the EEOC and OCRC Labor Relations
- Arbitrates grievances arising under collective bargaining agreements ranging from disciplinary issues to contract interpretation issues
- Advises clients on contract interpretation issues with collective bargaining agreements
- Defends employers against unfair labor practice charges filed with the NLRB and SERB
- Advises employers on avoidance of unfair labor practice charges

LABOR & EMPLOYMENT LITIGATION

- Defends state and federal lawsuits alleging violations of fair employment practices statutes, including sexual discrimination and harassment, racial discrimination and harassment, disability discrimination, age discrimination and other civil rights claims
- Defends ERISA lawsuits alleging wrongful denial of severance benefits
- Defends state common law wrongful discharge, defamation, invasion of privacy, and tort-based lawsuits
- Defends employers against contract-based claims
- Defends employers in enforcement actions to protect trade secrets
- Represents employers as third-party defendants in state divorce proceedings
- Represents employers in the defense and enforcement of non-compete and confidentiality agreements

SPECIAL EDUCATION

- Defends school districts in due process proceedings
- Defends school districts before the U.S. Supreme Court regarding parents' challenges to their child's special education programs
- Counsels clients on special education issues

STUDENT ISSUES

- Prosecutes and defends student discipline matters
- Counsels clients on student custody and tuition issues

PRESENTATIONS

- Summer Legal Update
- Special Education Legal Update
- Cyberlaw

- Collective Bargaining Issues
- Transgender Issues
- Pupil Services Professional Development Series
- IEP Season
- Ohio School Boards Association Intensive Legal Workshop
- Back to School: What Districts Need to Know to Start the School Year
- Northeast Ohio Legal Updates Network
- FMLA and ADA/AA Update

ASSOCIATIONS

- Member, National School Boards Association Council of School Attorneys
- Member, Executive Committee, Ohio Council of School Board Attorneys
- Member, Ohio State Bar Association
- Member, Cleveland Employment Law Inns of Court

Contact Information

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