

## JAMES A. BUDZIK

*In the employment field, numerous problems and issues can be solved in a non-adversarial manner and without necessarily going to court or a hearing.*



James A. Budzik's practice is concentrated in public and private sector labor and employment law representing management and employers. He specializes in collective bargaining negotiations, mediations, fact-finding, conciliations, unfair labor practice proceedings, civil service disciplinary proceedings and grievance arbitrations on behalf of numerous public sector entities. He advises city and village representatives on municipal law issues. In addition, Jim counsels employers in wage and hour laws, civil rights, discrimination laws, unemployment laws and workers' compensation.

Jim regularly appears in court and before administrative agencies, including the Industrial Commission of Ohio, Equal Employment Opportunity Commission, Ohio Civil Rights Commission, the National Labor Relations Board and SERB. He is licensed in the State of Ohio and admitted to the Northern District of Ohio, Southern District of Ohio, U.S. Sixth Circuit, and U.S. Supreme Courts. His notable cases include:

- Harrison v. Judge, 63 Ohio St. 3d 766
- Goble v. Brunswick, 142 Ohio Misc. 137 (2007-Ohio-4125)
- State, ex rel. Coyne v. Brook Park, 2003-Ohio-5383
- Mitchell v. Bainbridge Twp., 2004-Ohio-3687
- Amser Corp. v. Village of Brooklyn Heights, 1993 Ohio App. LEXIS 2384

Jim and his family live in North Royalton. A diehard Cleveland sports fan, he optimistically awaits the next professional sports championship. Jim also takes an active interest in politics.

### Practice Areas

- Labor and Employment

### Education

- B.A. from University of Dayton  
- J.D. from Capital University Law School.

### Involvement

- Ohio State and Cleveland Metropolitan Bar Associations  
- Leader, Boy Scouts of America Troop 526