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## Practices

- National Compliance and Multi-State Solutions
- Construction
- Distribution and Warehousing
- EPLI (Employment Practices Liability Insurance)
- Labor Relations
- Employment Litigation
- Reductions-in-Force/WARN Act
- Trials and Appeals
- Workplace Training

## Education

- Emory University School of Law, J.D. 1984
- Emory University, B.A. 1981

## Admitted to Practice

- U.S. Supreme Court 1994
- U.S. Court of Appeals, DC Circuit 2017
- 4th Circuit Court of Appeals
- 10th Circuit Court of Appeals 2022
- 11th Circuit Court of Appeals 1987
- Georgia - M.D. Ga. 1997
- Georgia - N.D. Ga. 1984
- Georgia - S.D. Ga. 1991
- Wisconsin - E.D. Wis. 1995
- Georgia 1984

Dion Y. Kohler is a principal in the Atlanta, Georgia, office of Jackson Lewis P.C. For more than 25 years, he has assisted employers in solving a wide range of workplace problems.

Dion's practice is broad in scope and includes "traditional" labor matters involving labor organizations as well as the defense of employment litigation and administrative charges.

The cases Dion handles include a variety of state and federal court claims involving discrimination, harassment, retaliation, contracts and employment related torts. He is an experienced trial lawyer and regularly handles cases before federal and state agencies, judges and juries. He is also committed to realistic case evaluation and when desirable, early case resolution through effective negotiation of a favorable settlement. When litigation cannot be avoided, he approaches cases aggressively with attention to detail and the objective of avoiding trial by obtaining dismissal or summary judgment.

Dion is also recognized for his experience and counsel in matters related to occupational safety and health, affirmative action, employment contracts, and wage and hour matters including prevailing wage laws. He also is regularly called upon to assist employers in complying with the Family and Medical Leave Act, drug testing matters, the American with Disabilities Act Amendments Act, and other federal and state employment laws.

To assist employers in avoiding expensive employment related lawsuits and claims, Dion regularly presents training programs for managers and executives. He also assists employers in developing workplace policies and practices which maximize positive employee relations and act as effective risk management strategies for the workplace. On a daily basis, Dion advises clients on handling discharges, workplace investigations, and other sensitive employment related problems. He takes as much pride in the claims he assists clients in avoiding as those he successfully defends.

While Dion has been involved in several landmark cases in the labor and employment field for some of the country's largest private employers, he also serves small, closely-held concerns. Regardless of the client's size or industry, Dion strives to be practical, responsive and efficient in assisting clients to achieve their business goals and solve workplace problems.

## Honors and Recognitions

- *Martindale-Hubbell*®, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (1994-present)
- *National Law Journal*, "Top Lawyer in Georgia," Labor and Employment (2013)
- Practising Law Institute, "Highly Recommended," Labor Relations and Employment Law, last three editions of its handbook of recommended attorneys in 44 countries