

Lester W. Armstrong

OF COUNSEL

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Lester Armstrong is a seasoned employment attorney with deep expertise in guiding businesses through the evolving landscape of workplace laws and government regulations. Known for pairing legal acumen with pragmatic insight, Lester advises clients across a wide array of employment matters, delivering strategies rooted in both sound judgment and legal precision.

His practice spans the full spectrum of workplace issues, including:

- Drafting employment agreements and company handbooks
- Counseling on employee discipline, terminations, layoffs, and harassment investigations
- Litigating discrimination and wrongful termination cases
- Representing employers before federal and state agencies such as the EEOC and OCRC

Lester's litigation and compliance work touches major employment statutes, including Title VII, the ADA, ADEA, FLSA, FMLA, and the NLRA.

Notable Results

- Sexual Harassment - Secured a defense verdict and summary judgment in a sexual harassment and retaliation suit for a property management firm
- Employment - Achieved a favorable settlement in a collective action under the FLSA through successful mediation

Professional and Civic Engagement

- Member, LawPact®
- Judicial law clerk to U.S. District Judge Walter H. Rice
- Admitted to practice before the U.S. Courts of Appeals (Sixth and Seventh Circuits), U.S. District Courts in Ohio, and all Ohio state courts
- Active member of the American, Ohio State, and Cleveland Metropolitan Bar Associations (Labor & Employment sections)

Practice Areas

Labor & Employment
Occupational Safety & Health
Civil & Commercial Litigation
Affirmative Action & OFCCP Compliance
Workers' Compensation
Mediation

Education

B.A., magna cum laude,
Heidelberg College

J.D., cum laude, University
of Toledo College of Law

- Served on boards for Koinonia Homes, Inc. and the West Side Community Mental Health Center

Recognition and Honors

- AV Preeminent® rated by Martindale-Hubbell

Lester lives in Cleveland and is a committed member of West Park United Church of Christ, where he remains engaged in local community initiatives.

Delivering practical and creative solutions since 1995