



Charles Ellis Bush II

Partner

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Charles Ellis Bush II is an attorney in Ice Miller's Workplace Solutions Group. Charles advises employers on all issues related to labor and employment, including hiring, promotion, performance evaluation, harassment, leave of absence, wage and hour, reductions in force, discipline and discharge, traditional labor law matters and National Labor Relations Board administrative matters, and also represents colleges and universities in disputes related to Title IX and matters before the Office for Civil Rights. He works with his clients in Indiana and across the nation to develop effective strategies unique to their specific situations. Charles focuses on solutions that incorporate not only the law, but also its strategic and practical application to each client's objectives.

Charles serves as a counselor for employers as they navigate difficult day-to-day decisions. He helps clients avoid employment-related disputes by training employers with regard to their employment practices, policies and handling of employee relations. He also assists employers in drafting and editing employee handbooks and agreements.

When litigation is necessary, Charles serves as an advocate for employers in legal proceedings. His experience includes representing employers in federal court jury trials and state court trials, as well as proceedings in front of state and federal administrative bodies.

Prior to becoming a lawyer, Charles gained valuable management and hands-on operations experience while serving as a supply chain professional for companies in Ohio and Georgia. In those roles, he managed hundreds of employees and also led projects related to logistics planning and process improvements. On one project in particular, he earned his Six Sigma Green Belt by implementing a process that eliminated operational waste and saved the company thousands of dollars on an annual basis.

Charles is also active with many local and national organizations. In 2021, he was appointed by Mayor Joe Hogsett to the City of Indianapolis Ethics Commission. He also serves on the board of directors for At Your School and on the executive committee of the 1925 Society of the Children's Museum of Indianapolis. Charles is also a corporate member of the Mid-States Minority Supplier Development Council and a member of the Indybar Diversity Job Fair Committee, the National Employment

Services & Industries

- Distressed Investments
- Employment & Independent Contractor Agreements
- Employment Discrimination
- Employment Litigation & Disputes
- Employment Policies & Training
- Higher Education Labor & Employment Services
- Labor & Employment
- Labor Relations & Collective Bargaining
- Workplace Safety
- Plant Closings & Reductions in Force
- Title IX
- Wage & Hour/Fair Labor Standards Act
- Workplace Investigations
- Wrongful Termination

Law Council and the National Bar Association. Charles was selected by Ice Miller as its 2018 pathfinder representative on the Leadership Council on Legal Diversity.

Charles graduated *magna cum laude* from Valparaiso University School of Law. While in law school, he served as a judicial extern for Judge Tanya Walton Pratt in the U.S. District Court for the Southern District of Indiana. Charles earned his Bachelor of Science in business administration from the University of Tennessee and majored in logistics and transportation.

Education

- University of Tennessee, Knoxville (B.S.)
 - Business Administration
- Valparaiso University School of Law (J.D.)

Admissions

- Indiana
- United States District Court - Northern District of Indiana
- United States District Court - Southern District of Indiana

Awards & Honors

- *Legal 500 U.S. City Elite Rankings* in Indianapolis for Labor & Employment, 2026
- Indy's Best & Brightest – Law, Junior Achievement of Central Indiana, 2025
- *The Indiana Lawyer*, Up and Coming Lawyer Award, 2024
- Fellow, Leadership Council on Legal Diversity (LCLD), 2024
- *The Indiana Lawyer*, Diversity in Law Award, 2023
- Honors Program Scholar, Valparaiso University School of Law
- Indiana *Super Lawyers* Rising Stars, 2022-2023

Community Involvement

- Member, 2026 NCAA Men's Final Four Local Organizing Committee
- Stanley K. Lacy Executive Leadership Series Class 48, 2024-2025

Key Matters

Reported and Representative Cases

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Ryan v. Ctr. Twp. Constable's Office, Case No. 1:15-cv-01387-TWP-TAB, 2016 WL 4592211 (S.D. Ind. Sept. 2, 2016)

Success Stories

Arjo

Arjo is a global, market-leading supplier of medical devices, services and solutions that help to improve quality of life for people with reduced mobility and age-related health challenges. Arjo creates value by improving clinical outcomes for patients and enabling a better work environment for health care professionals.

While Arjo focuses on improving the health and well-being of others, Ice Miller serves as Arjo's outside counsel in the U.S. and Canada to make sure the company is legally healthy as well.

Arjo's main customers are private and public acute and long-term health care institutions. Arjo endeavors to deliver solutions to improve clinical results and higher financial value by developing programs with considerations toward future demographic trends and stricter regulatory requirements. Its offering includes preventative solutions for caregiver injuries, patient injuries, falls, venous thromboembolism, pressure ulcers and infections. With these solutions in mind, Arjo provides medical equipment including medical beds, patient transfer solutions, hygiene systems, vascular therapy products, disinfection products, diagnostics products and therapeutic support systems.

With U.S. headquarters in Addison, Illinois and primary headquarters in Malmö, Sweden, Arjo serves customers in more than 100 countries and has more than 6,200 employees worldwide.

Ice Miller currently serves as Arjo, Inc.'s primary U.S. outside legal counsel. When Ice Miller began the client relationship with Arjo, one of our corporate attorneys assisted Arjo on-site, learning the business and being available to support the in-house attorneys. Since that time, several Ice Miller attorneys have provided Arjo with legal counsel in a multitude of areas including labor and employment, data privacy and security, commercial transactions and corporate and regulatory issues.

Through our relationship, Ice Miller has learned Arjo's industry and assists the company with legal matters across the U.S. and Canada. We have maintained a diverse legal team to assist Arjo, which reflects on the diversity of Arjo's own personnel. Arjo has various point people at Ice Miller in different practice areas who route work to other attorneys and practice areas as necessary. We also work cooperatively and effectively with Arjo's other outside counsel and advisors.

Published In

- "Responding to the Racism Pandemic: Employer Strategies for Supporting Employees," *Inside Indiana Business*, July 23, 2020 and *Indiana Lawyer*, August 19, 2020

Thought Leadership

June 23, 2026

Distressed Investments Opportunity Bulletin - Issue 36

April 23, 2026

Distressed Investments Opportunity Bulletin - Issue 35

March 6, 2026

Distressed Investments Opportunity Bulletin - Issue 34

January 27, 2026

Distressed Investments Opportunity Bulletin - Issue 33

December 9, 2025

AI in Employment: States Tighten Regulations to Help Curb Algorithmic Discrimination

October 7, 2025

Distressed Investments Opportunity Bulletin - Issue 32

August 27, 2025

Distressed Investments Opportunity Bulletin - Issue 31

June 27, 2025

Distressed Investments Opportunity Bulletin - Issue 30

June 12, 2025

Law360 | Justices' Ruling Lowers Bar For Reverse Discrimination Suits

Law360

May 1, 2025

Distressed Investments Opportunity Bulletin - Issue 29

April 8, 2025

Quade | Employers Take Note: The “Background Circumstances” Rule in Reverse Discrimination Cases May Soon Be a Thing of the Past

Quade Blog

March 20, 2025

Distressed Investments Opportunity Bulletin - Issue 28

March 18, 2025

Employers Take Note: The “Background Circumstances” Rule in Reverse Discrimination Cases May Soon be a Thing of the Past

February 6, 2025

Distressed Investments Opportunity Bulletin - Issue 27

December 2, 2024

Distressed Investments Opportunity Bulletin - Issue 26

August 29, 2024

Distressed Investments Opportunity Bulletin - Issue 25

July 18, 2024

Distressed Investments Opportunity Bulletin - Issue 24

June 24, 2024

Employment Law Gotcha – Start-up and Emerging Companies Should Take Note of Potential Employment Law Traps

May 10, 2024

Distressed Investments Opportunity Bulletin - Issue 23

March 4, 2024

Distressed Investments Opportunity Bulletin - Issue 22

November 14, 2023

Distressed Investments Opportunity Bulletin - Issue 21

September 6, 2023

Distressed Investments Opportunity Bulletin - Issue 20

July 21, 2023

Distressed Investments Opportunity Bulletin - Issue 19

June 7, 2023

Distressed Investments Opportunity Bulletin - Issue 18

May 31, 2023

As Employer Use of Artificial Intelligence Continues to Expand, the EEOC Issues Guidance on Disparate Impact Discrimination

April 27, 2023

Distressed Investments Opportunity Bulletin - Issue 17

February 27, 2023

Distressed Investments Opportunity Bulletin - Issue 16

November 29, 2022

Show Me the Money! Pay Transparency Laws Gain Momentum Across the Country

September 1, 2022

***Employee Benefit Plan Review* | Dobbs v. Jackson Women's Health: Proactive Considerations for Employers**
Employee Benefit Plan Review

June 29, 2022

***Dobbs v. Jackson Women's Health* – Proactive Considerations for Employers**

February 7, 2022

Will the Gig Economy Work for Executives?

October 6, 2021

Handling Medical and Religious Exemptions to the COVID-19 Vaccines: Employers Need to Know the Difference

February 10, 2021

Remote Work Environments May be Here to Stay. Is Your Workplace Prepared to Handle Virtual Investigations?

July 1, 2020

Responding to the Racism Pandemic: Employer Strategies for Supporting Employees When They Need It Most
Inside Indiana Business - July 23, 2020; Indiana Lawyer - August 19, 2020