



**CHARLES S. PLUMB**  
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## BIOGRAPHY

In addition to serving as leader of the firm's Labor & Employment Practice Group, Charlie Plumb represents management in all phases of employment law and labor relations. Much of his practice is dedicated to counseling employers on compliance with a broad range of state and federal employment laws and regulations and educating management on best practices for avoiding disputes arising from the employer/employee relationship. He also has extensive litigation experience before federal and state courts, regulatory and administrative agencies, and in arbitration matters involving claims of discrimination, wrongful discharge, retaliatory discharge, breach of contract, and constitutional law violations.

As part of his labor practice, Charlie represents unionized employers in collective bargaining negotiations with labor unions, arbitrates grievances, and defends management against a variety of claims before the National Labor Relations Board and Department of Justice and in state and federal courts. He also represents employers who seek to maintain a non-unionized workforce by counseling management on union avoidance strategies and by providing training and advice to management and supervisors. His clients include numerous municipalities throughout Oklahoma and companies engaged in the manufacturing and distribution, construction, energy, public utility, technology and business services industries.

Charlie is a member of the American Bar Association's Labor and Employment Law Section and the Oklahoma Bar Association's Labor Council. He is also the designated representative of McAfee & Taft as the exclusive member firm representing Oklahoma in the Employers Counsel Network, a nationwide affiliation of leading law firms providing legal assistance and representation to employers.

Charlie is a frequent speaker and author on workplace issues. He is also co-editor of the *Oklahoma Employment Law Letter*, a monthly review of new court decisions, regulations and laws that affect state employers, as well as co-editor for the Oklahoma section of the annual guidebook for employers and human resources professionals, *50 Employment Laws in 50 States*.

Charlie's achievements have earned him inclusion in *The Best Lawyers in America* (employment law - management, labor law - management, labor and employment litigation), *Oklahoma Super Lawyers* (employment and labor law, civil litigation defense), *Benchmark Litigation* and *Chambers USA Guide to America's Leading Lawyers for Business*, where he has been lauded as "an impressive public speaker who utilizes his vast experience to effectively defend clients." Researchers at Chambers & Partners also quoted market observers as admiring him for his "practicality of advice and specialized knowledge of complex legal issues," with sources commenting that he "immediately commands respect, is always up to date and knows how to handle a problem."

Prior to joining McAfee & Taft, Charlie was a partner with a Tulsa-based civil practice law firm for 26 years.

## ADMISSIONS

- Oklahoma, 1982
- U.S. District Courts for the Western, Northern and Eastern Districts of Oklahoma
- U.S. Court of Appeals for the Tenth Circuit

## EDUCATION

- J.D., with honors, The Ohio State University, 1982 (Editor, *The Ohio State Law Journal*)
- B.B.A., Southern Methodist University, 1979

## PROFESSIONAL ORGANIZATIONS AND MEMBERSHIPS

- Tulsa County Bar Association
- Oklahoma Bar Association (Labor Council)
- American Bar Association (Labor and Employment Law Section)
- Employers Counsel Network

## CIVIC INVOLVEMENT AND LEADERSHIP

- Circle Cinema Foundation (Board of Directors)
- Planned Parenthood of Arkansas and Eastern Oklahoma, Inc. (Board of Directors)
- The Booker T. Washington Foundation (Former Member, Board of Directors)