

Charles S. Plumb

Shareholder

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Overview

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. He has previously served as leader of the firm's Labor & Employment Group.

Charlie is a frequent speaker on labor and employment issues before state, regional and national audiences, has been interviewed by local and national media on a variety of state and federal employment law matters, and has been a guest

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)

legal columnist and contributing author to numerous business and professional publications, including *The Oklahoman*, *The Journal Record*, *HRLaws.com*, and *EmployerLINC*, a legal blog dedicated to employers and 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* (“Top 50 Oklahoma Lawyers”), *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.” He was named by *Best Lawyers* as the “Tulsa Labor and Employment Litigation Lawyer of the Year” in 2012 and “Tulsa Labor Lawyer of the Year (Management)” in 2014 and 2019, honors only given to a single lawyer in each legal specialty in each community.

Honors and Awards

- Listed in the *Chambers USA Guide to America's Leading Lawyers for Business*
- Named a “Local Litigation Star” and “Labor & Employment Star – South” by *Benchmark Litigation*
- Selected by peers for inclusion in *The Best Lawyers in America* (employment law – management; labor law – management; labor and employment litigation)
- Named “Tulsa Labor and Employment Litigation Lawyer of the Year” in 2012 and “Tulsa Labor Lawyer of the Year (Management)” in 2014 and 2019 by *The Best Lawyers in America*
- Listed in *Oklahoma Super Lawyers*
- Named to *Oklahoma Super Lawyers'* list of “Top 50 Lawyers”
- Rated AV Preeminent by Martindale-Hubbell Peer Review Ratings