



Keith A. Wilkes

Shareholder

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Keith focuses his practice on representing public and private entities in all areas of Labor and Employment law, Civil Rights law, as well as providing mediation services in civil disputes. In addition to being a seasoned first-chair trial attorney, Keith also serves as an Administrative Law Judge for the State of Oklahoma, hearing cases before the Oklahoma Department of Labor.

Keith regularly provides counseling and preventive training for employers in all areas of labor and employment law, to include best practices, compliance, internal investigations, policy development and implementation, and employment contracts. He has extensive experience defending employment discrimination and labor charges, wage and hour disputes, wrongful discharge claims, class and collective action matters, and civil rights cases before federal and state courts in Oklahoma, California, Missouri and Texas, as well as before the United States Equal Employment Opportunities Commission, National Labor Relations Board, United States Department of Labor, Oklahoma Department of Labor, the former Oklahoma Human Rights Commission, and the Oklahoma Police Pension and Retirement Board.

Keith has an AV Preeminent peer rating through Martindale-Hubbell, and is recognized as both a Best Lawyer in America in Employment Law-Management, and as a Super Lawyer in Labor and Employment Law. Keith is an award-winning legal author on the topic of the interaction between federal employment and state workers compensation laws, and he taught undergraduate Human Resources Law I and II courses as a part-time adjunct instructor for nine years. Keith served as Chairman of the Oklahoma Bar Association's Labor and Employment Law Section, and has served on multiple committees for the Tulsa County Bar Association over the past 25 years.

Education

- University of Tulsa College of Law (J.D., 1995)
 - Editor, Tulsa Law Review

◦ Phi Delta Phi Honorary Legal Fraternity

- Oklahoma State University (B.S. in Broadcast Journalism (News & Public Affairs), 1989)

Admissions

- Oklahoma, 1995
- Oklahoma Supreme Court
- U.S. District Courts for the Eastern, Northern and Western Districts of Oklahoma
- U.S. Court of Appeals for the Tenth Circuit
- U.S. Supreme Court

Practices

- Alternative Dispute Resolution (ADR)
- Class Action Defense
- Complex Commercial Issues
- Employee & Management Training
- Employment Counseling
- Employment Litigation
- Insurance Law & Tort Litigation
- Labor & Employment
- Labor Relations/Union Negotiation (Management Representation)
- Litigation
- Municipal & Public Authority
- Policy Drafting & Implementation
- Wrongful Discharge, Failure to Hire or Promote and Wage & Hour Claims
- Crisis Response Team

Legal Experience

- 2018-Present Hall Estill
- 2000-2018 Newton, O'Connor, Turner & Ketchum
- 1995-2000 Rhodes Hieronymus

Specialty Areas

- Civil Rights Law

Community Involvement

- Board of Governors, Summit Club of Tulsa
- Board of Directors and Past Chairman, Owasso Chamber of Commerce

- Life Member, Veterans of Foreign Wars
- Past President, Rotary Club of Owasso
- Past Member, Owasso Character Council

Professional Involvement

- Member, American Bar Association (Litigation and Employment Law Sections)
- Member, Oklahoma Bar Association (Past Chairman, Employment Law Section)
- Member, Tulsa County Bar Association (Employment and Fee Dispute Arbitration)
- Member, Federal Bar Association
- Member, Defense Research Institute
- Member, American Inns of Court, Council Oak Chapter

Military Service

- Member, Veterans of Foreign Wars (served behind the Iron Curtain in then occupied West Berlin, and later at the National Security Agency)

Teaching/Lecture Experience

- Adjunct Professor, Tulsa Community College, Human Resources Law I & II (2001-2009)

COVID-19 Legal Updates

- Keith Wilkes for Fortune - Remote workers will not have to report proof of vaccination under OSHA's new mandate
- Tulsa Labor & Employment Attorney Keith Wilkes in USA Today regarding vaccine rules for large businesses
- Keith Wilkes for SHRM - What to Expect from OSHA on COVID-19 Vaccine and Testing Rules
- Employment Attorney Keith Wilkes in IndustryWeek - Biden Orders Vaccine-or-Test Mandate for Private Employers
- Keith Wilkes in EHS Today - US Requires Vaccine-or-Test Mandate for Private Employers
- Employment Attorney Keith Wilkes - How Retail Organizations Are Reacting to Biden's New Vaccine Mandate
- Tulsa Attorney Keith Wilkes in Contracting Business News - Biden Jab Order Ignites More Virus Controversy
- Keith Wilkes for Monster - Employer Vaccine Mandates: What You Need to Know

In the News

- Keith Wilkes for Fortune - Remote workers will not have to report proof of vaccination under OSHA's new mandate

- Tulsa Labor & Employment Attorney Keith Wilkes in USA Today regarding vaccine rules for large businesses
- Keith Wilkes for SHRM - What to Expect from OSHA on COVID-19 Vaccine and Testing Rules
- Employment Attorney Keith Wilkes in IndustryWeek - Biden Orders Vaccine-or-Test Mandate for Private Employers
- Employment Attorney Keith Wilkes Addresses Vaccine Mandate - Electrical Construction & Maintenance (EC&M)
- Keith Wilkes in EHS Today - US Requires Vaccine-or-Test Mandate for Private Employers
- Employment Attorney Keith Wilkes - How Retail Organizations Are Reacting to Biden's New Vaccine Mandate
- Tulsa Attorney Keith Wilkes in Contracting Business News - Biden Jab Order Ignites More Virus Controversy
- Keith Wilkes for Monster - Employer Vaccine Mandates: What You Need to Know
- Employment Attorney Keith Wilkes in E-Turbo News - Help Wanted for United Airlines: Vaccinated Only!
- Keith Wilkes talks with Radio TV Business Report InFOCUS Podcast About CDC Mask Mandate Updates
- Tulsa Attorney Keith Wilkes on KTUL-TV - Employers can require you to get COVID vaccine to an extent
- Hall Estill and Newton, O'Connor, Ketchum & Wilkes Complete Merger