

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, and 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. 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.

Further, Keith is is a member of the Veterans of Foreign Wars having served behind the Iron Curtain in then occupied West Berlin, and later at the National Security Agency.

Practices

Labor & Employment

- Employee & Management Training
- Employment Counseling
- Policy Drafting & Implementation
- Leave & Disability
- Employment Litigation
- Wage & Hour Claims
- Wrongful Discharge, Failure to Hire or Promote
- Workers' Compensation

Litigation

- Alternative Dispute Resolution (ADR)
- Class Action Defense
- Complex Commercial Issues
- Insurance Law & Tort Defense
- Crisis Response Team

Municipal & Public Authority

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 Court for the Eastern District of Oklahoma
- U.S. District Court for the Western District of Oklahoma
- U.S. District Court for the Northern District of Oklahoma
- U.S. Court of Appeals for the Tenth Circuit
- United States Supreme Court

Experience

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

Honors & Awards

- Recognized as a Best Lawyer in America in Employment Law-Management
- Recognized as a Super Lawyer in Oklahoma in Labor and Employment Law

Community & Professional 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
- 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

Articles & Presentations

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