

Labor & Employment

Our Labor & Employment practice is dedicated to the defense of employers and managers in employment cases regarding claims of discrimination (race, age, gender, sexual harassment, national origin, disability, sexual orientation), public policy, wrongful discharge, ERISA, breach of contract, worker's compensation/retaliatory discharge, assault and battery, intentional infliction of emotional distress, violation of proprietary information or confidentiality provisions or covenants not to compete, class action defense and numerous other employment-related claims. We also assist employers with issues such as immigration, employee and management training, policy and handbook drafting and implementation, employment counseling, as well as union related issues and other matters.

COVID-19 Legal Updates

- Tulsa Employment Attorney Keith Wilkes in Retail Dive - US 6th Circuit reinstates vaccine mandate
- Employment Alert! Vaccine Mandate for Healthcare Workers Placed On-Hold by Federal Courts
- Employment Alert! - OSHA Suspends Enforcement of COVID-19 Vaccine Mandate
- Keith Wilkes for SHRM - What to Expect from OSHA on COVID-19 Vaccine and Testing Rules
- Employment Alert! New Mandatory Vaccination Rules Announced
- 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 Job Order Ignites More Virus Controversy
- Keith Wilkes for Monster - Employer Vaccine Mandates: What You Need to Know
- Oklahoma Employment Attorney Chelsea Smith discusses Vaccine Mandate with Federal Times
- Employment Attorney Chelsea Smith SHRM - Biden Orders Vaccination Mandates for Larger

Employers, Federal Workforce

- OKC Employment Attorney Chelsea Smith on Occupational Health & Safety Podcast
- Oklahoma Employment Attorney Chelsea Smith in Hospitality Technology
- OKC Employment Attorney Chelsea Smith in Occupational Health & Safety - How to Encourage Vaccination Thoughtfully
- Employment Attorney Elaine Turner on Supply Chain Brain Can Employers Require Employees to Get the COVID-19 Vaccine?
- OKC Labor & Employment Attorney Elaine Turner - Confusion, Uncertainty Mount As Restaurants Consider COVID Vaccine
- Employment & Tax Alert! Coronavirus Relief Bill Update for Employers
- Employment Alert! EEOC Issues Guidance on Employer Vaccination Policies
- Employment Attorney Elaine Turner in Entrepreneur -Can Employers in Certain Industries Require Covid Vaccines?
- Labor & Employment Attorney Elaine Turner in El Diario NY ¿Será obligatoria la vacuna para trabajar?
- Employment Attorney Chelsea Smith in Employee Benefits News
- Employment Attorney Chelsea Smith in Bloomberg Law - Covid-19 Leave Suits Trickle In With Spike Expected This Fall
- Employment Attorney Chelsea Smith in ValueWalk - FFCRA Lawsuits Trending as Virtual School Year Begins
- CARES Act Summary of Employment Law Provisions
- Employment Alert: April 1, 2020 Effective Date for Paid Leave Requirements under FFCRA & Required Posting
- Alert: Important Updates to Families First Coronavirus Response Act

In the News

- Employment Attorney Keith Wilkes for SHRM: SCOTUS: Baggage Handler Was Exempt from Federal Arbitration Requirement
- Labor & Employment Attorney Keith Wilkes in Law 360 - High Court Transpo Worker Carveout Limits Arbitration Pacts
- Iciss Tillis, WNBA player turned attorney, addresses sports issues in her practice
- Iciss Tillis for Minnesota Spokesman Recorder- U.S. soccer teams agree on gender pay equity
- Iciss Tillis for Global Sport Matters - Why a College Athlete Union Seems Inevitable – and How it Could Work
- Iciss Tillis for Bloomberg Law - Former WNBA Player Offers Negotiating Tips for Student Athletes
- Iciss Tillis for Law 360 - Women's Soccer Deal Opens New Chapter In Equal Pay Fight
- Iciss Tillis in the Denver Post - Fran Belibi on forefront of NIL era with Denny's endorsement supporting Women's Sports Foundation
- Employment Attorney and Former WNBA star Iciss Tillis on Bloomberg Business Sports

podcast - NCAA's NIL policies

- Tulsa Employment Attorney Keith Wilkes in Retail Dive - US 6th Circuit reinstates vaccine mandate
- Employment Alert! Vaccine Mandate for Healthcare Workers Placed On-Hold by Federal Courts
- Employment Alert! - OSHA Suspends Enforcement of COVID-19 Vaccine Mandate
- Labor & Employment Attorney Iciss Tillis for AP News - To job or not to job? Vaccinations still hot topic in sports
- Hall Estill Welcomes Labor & Employment Attorney Iciss Tillis to Tulsa Office
- Keith Wilkes for SHRM - What to Expect from OSHA on COVID-19 Vaccine and Testing Rules
- Employment Alert! New Mandatory Vaccination Rules Announced
- 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 Job Order Ignites More Virus Controversy
- Keith Wilkes for Monster - Employer Vaccine Mandates: What You Need to Know
- Oklahoma Employment Attorney Chelsea Smith discusses Vaccine Mandate with Federal Times
- Employment Attorney Chelsea Smith SHRM - Biden Orders Vaccination Mandates for Larger Employers, Federal Workforce
- 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
- Chelsea Smith - How restaurants can encourage and empower employees to get vaccinated against COVID-19
- OKC Employment Attorney Chelsea Smith on Occupational Health & Safety Podcast
- Oklahoma Employment Attorney Chelsea Smith in Hospitality Technology
- OKC Employment Attorney Chelsea Smith in Occupational Health & Safety - How to Encourage Vaccination Thoughtfully
- Employment Attorney Elaine Turner on Supply Chain Brain Can Employers Require Employees to Get the COVID-19 Vaccine?
- OKC Labor & Employment Attorney Elaine Turner - Confusion, Uncertainty Mount As Restaurants Consider COVID Vaccine
- Tulsa Attorney Keith Wilkes on KTUL-TV - Employers can require you to get COVID vaccine to an extent

- Employment & Tax Alert! Coronavirus Relief Bill Update for Employers
- Employment Attorney Elaine Turner in Entrepreneur -Can Employers in Certain Industries Require Covid Vaccines?
- Labor & Employment Attorney Elaine Turner in El Diario NY ¿Será obligatoria la vacuna para trabajar?
- Employment Attorney Chelsea Smith in Employee Benefits News
- Employment Attorney Chelsea Smith in Bloomberg Law - Covid-19 Leave Suits Trickle In With Spike Expected This Fall
- Employment Attorney Chelsea Smith in ValueWalk - FFCRA Lawsuits Trending as Virtual School Year Begins
- Robert Fitz-Patrick in Denver Post - Working from home: The pros, cons & potential pitfalls of it becoming permanent
- Employment Alert! Landmark Supreme Court Decision for Gay and Transgender Employees
- Attorney Elaine Turner in Human Resources Executive - What Ruling on LGBTQ Rights Means for Employers
- Employment Attorney Elaine Turner in EHS Today - Supreme Court Bans Discrimination Against LGBT Employees
- Elaine Turner in BenefitsPRO - Civil Rights Win for LGBTQ Employees: Implications for Employers
- CARES Act Summary of Employment Law Provisions
- Employment Alert: April 1, 2020 Effective Date for Paid Leave Requirements under FFCRA & Required Posting
- Alert: Important Updates to Families First Coronavirus Response Act
- Oklahoma City Attorney Chelsea Celsor Smith Joins Hall Estill
- Hall Estill Elects Tulsa Attorney John Rogers New Shareholder
- Oklahoma State Question 788 and its Impact on Employers - What Now?
- Hall Estill and Newton, O'Connor, Ketchum & Wilkes Complete Merger

Awards & Recognition

- Hall Estill Recognized For Excellence for the Fifteenth Consecutive Year By Chambers USA
- Congratulations to Tulsa Attorney Kristen Pence Evans named to Benchmark's 40 and Under Hot List!
- Hall Estill Recognized For Excellence for the Fourteenth Consecutive Year By Chambers USA
- OKC Attorney Turner awarded OCU Law Community & Public Service Award
- Hall Estill Receives Top Chambers Ranking For Eleventh Year in a Row

Events & Presentations

- Labor & Employment Attorney Elaine R. Turner Presents at Regional EEOC Event

Newsletters

- Colorado Employment Alert! Colorado Equal Pay for Equal Work Act
- Employment Alert! EEOC Issues Guidance on Employer Vaccination Policies
- Employment Alert! Landmark Supreme Court Decision for Gay and Transgender Employees
- Employment Alert! The Department of Labor Issues New Rules to Extend Overtime Pay to 1.3 Million American Workers
- Employment Alert! Unity Bill Provides Guidance for Employers of Individuals with Medical Marijuana Licenses
- Employment Alert! Update for Oklahoma Employers on Medical Marijuana Law
- Employment Alert! Change of Potentially Epic Proportions In The Application Of The Equal Pay Act

Publications

- Employment Attorney Elaine Turner - The ABCs Of The California Gig Worker Ruling

Published Articles

- Iciss Tillis and Jon Epstein - Compensating NCAA Student Athletes: How to Navigate Name, Image and Likeness Laws

Gavel to Gavel

- Attorney Aaron Tift - Gavel to Gavel: SQ 788 could pose more risks to employers than full legalization