



## Byrona J. Maule

### DIRECTOR

Byrona J. Maule is a Director, litigation attorney and Chair of the Firm's Labor and Employment Practice Group. She represents business clients in the full scope of labor and employment matters, ensuring their compliance before various state and federal regulatory boards.

### CONTACT

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#### Oklahoma City

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### PRACTICE AREAS

- Labor and Employment
- Entertainment, Hospitality & Sports
- Commercial Litigation
- Executive Compensation
- Insurance Defense and Coverage
- Government Relations and Compliance
- Healthcare Law

### EDUCATION

- University of Missouri - Columbia (B.S., summa cum laude, political science, 1982; J.D., Order of the Barristers, 1986)

### ADMISSIONS

- 1986, Missouri
- 1987, U.S. Court of Appeals, Eighth Circuit
- 1993, Alaska
- 1993, U.S. District Court, District of Alaska
- 1994, Oklahoma
- 1994, U.S. District Court, Western District of Oklahoma
- 2001, U.S. Court of Appeals, Tenth

### BIOGRAPHY

Byrona J. Maule is a Director and litigation attorney as well as Chair of the Firm's Labor & Employment and Healthcare practice groups. She represents executives and companies in a wide range of business and litigation matters with a strong emphasis on employment matters.

After graduating summa cum laude with a degree in political science, Byrona attended law school—graduating in 1986 as a member of the prestigious Order of the Barristers, from the University of Missouri-Columbia. She received the Thomas E. Deacy, Jr., Prize in Advocacy as well as the American Jurisprudence Award in Family Law.

Byrona began her litigation/employment law practice at the Missouri Attorney General's Office, focusing on Civil Rights 1983 and 1981 actions. Over the next 20 years, she built on this experience in private practice. From 1996 to 2001, Byrona had the opportunity to serve as general counsel for a healthcare organization. This experience gives her a unique perspective when dealing with her clients and the many problems that employers face on a day-to-day basis. Byrona strives to provide her clients with practical, relevant legal advice that recognizes and protects her client's legitimate business interests, while assisting them in developing and maintaining compliance with the many statutory and regulatory employment laws.

Byrona is active in the legal community and in 2008, she received The Journal Record's Leadership in Law Award for outstanding service in the legal community. Byrona was appointed to the Oklahoma Merit Protection Commission in 2009, where she served as a Commissioner until 2015 and was responsible for deciding appeals from the state of Oklahoma's employment dispute resolution system. Byrona frequently provides training on labor and employment issues for the OMPC and other public institutions, such as CompSource Oklahoma, the University of Central Oklahoma, the Regional University System of Oklahoma, as well as for numerous private businesses and professional organizations. Byrona is a regular labor and employment law columnist for both Paycom Report and The Journal Record, Oklahoma's daily business newspaper.

Byrona is a passionate community advocate, who has devoted much of her life to volunteerism and philanthropy. Elected to the state of Oklahoma governing board in 2012, Byrona's distinguished service to Big Brothers Big Sisters began in 1990, when she became a Big Sister to Vanessa—a relationship that enriched her life in ways she never imagined. To date, she's had three Little Sisters complete the program. Byrona joined the BBBS Oklahoma City Area Resource Board in 2007. Since then, her devotion has garnered awards that include Big

- Circuit
- 2002, U.S. District Court, Eastern District of Oklahoma
  - 2020, U.S. District Court, Northern District of Oklahoma

Sister of the Year, Oklahoma City (2009); Big Sister of the Year, State of Oklahoma (2009); and the celebrated Champion of the Year, State of Oklahoma (2011). Most recently, from 2013-2015, Byrona was chair of the Governing Board, and along with her husband, Marvin Meyer, won the Big Couple Match for their match with little brother Quintin. Byrona is also an active member and supporter of Resurrection Lutheran Church.

Born and raised in rural Missouri, Byrona lives in Oklahoma City with her husband, Marvin. Her hobbies include music, gardening, and camping. Byrona also enjoys singing and playing the piano in People of the Land, a Christian Rock Band.

## EXPERIENCE

- Successfully represented employers before the Equal Opportunity Commission in employment law discrimination charges
- Successfully represented attorney and former judge in 42 USC §§ 1981, 1983, 1985 and Title VII case
- Successfully represented employers before the state and federal Department of Labor on wage and hour issues
- Successfully litigated cases in both state and federal court in employment law discrimination and workers' compensation discrimination cases
- Successfully represented employers before the National Labor Relations Board in unfair labor practice claims, campaign and election
- Represents clients in all stages of appellate practice at the state and federal level, including over 45 reported cases in Missouri (Byrona J. Kincanon) and Oklahoma (Byrona J. Maule)

## EXPERTISE

- Provides labor and employment law consulting and advice for numerous employers, including advice on compliance with state and federal wage and hour laws and anti-discrimination laws, assists in drafting and development of employee agreements, employee handbooks, policies and procedures, confidentiality and non-solicitation agreements and advises on issues of hiring, compensation, offer letters, performance evaluations, discipline, termination and reductions in force

## PROFESSIONAL ORGANIZATIONS

- Federal Bar Association
- American Bar Association (Litigation Section, Employment & Labor Relations Law Committee)
- Missouri Bar Association
- Alaska Bar Association
- Oklahoma Bar Association
- Oklahoma County Bar Association
- Luther Bohanon American Inn of Court XXIII (Master, 2007-2017)
- Oklahoma City Human Resources Society
- Society for Human Resource Management
- Oklahoma Merit Protection Commission Senate President Pro Tempore Appointee (2009-2015)

## RECOGNITION

- Martindale-Hubbell AV® Preeminent™
- Best Lawyers®: Litigation - Labor and Employment (2020-present)
- BBBS Champion of the Year, State of Oklahoma (2011)
- BBBS Big Sister of the Year, Oklahoma City & State of Oklahoma (2009)
- The Journal Record's Leadership in Law Award (2008)
- 405 Magazine Top Attorney in Labor and Employment (2020), Civil Law Litigation (2021)

## COMMUNITY INVOLVEMENT

- BBBS State of Oklahoma Governing Board (2012-2013, Chair 2013-2015)
- BBBS State of Oklahoma Governance Committee (2015-2018)
- BBBS Oklahoma City Area Resource Board (2007-2012)
- Big Brothers Big Sisters (1990-present)
- Resurrection Lutheran Church (Council Member)

## PUBLICATIONS

- [ALFA International profiles Director Byrona Maule](#)
- [Teleworking and an Employer's Woes of Record Keeping](#)
- [Phillips Murrah announces 61 attorneys named to 2021 Best Lawyers lists](#)
- [Phillips Murrah announces 48 attorneys named to 2020 Best Lawyers list](#)
- [Maule to present at nonprofit business seminar](#)
- [Firm supports Big Brothers Big Sisters 2018 Bowl for Kid's Sake campaign](#)
- [EEOC lawsuits see sharp increases as action on pending litigation begins](#)
- [U.S. Department of Labor Requests Public Input on Overtime Regulations](#)
- [Department of Labor files overtime exemption brief with Fifth Circuit](#)
- [USDOL Reinstates Wage & Hour Opinion Letters](#)
- [USDOL withdraws 2015 and 2016 informal guidance on joint employment and independent contractors](#)
- [U.S. House of Representatives passes Working Families Flexibility Act of 2017](#)
- [Oklahoma Department of Labor offers free, confidential safety consultations](#)
- [Firm hosts welcoming party for incoming summer law clerks](#)
- [Firm supports Big Brothers Big Sisters 2017 Bowl for Kids' Sake campaign](#)
- [Phillips Murrah supports Big Brothers Big Sisters in 2017 campaigns](#)
- [Director hosts presentations on workplace regulations](#)
- [Phillips Murrah sponsors Big Brothers Big Sisters bowling event](#)
- [PM attorney, distinguished BBBS advocate to attend national conference as Oklahoma State Governing Board Chair](#)
- [Phillips Murrah sponsors Big Brothers Big Sisters' Bowl for Kids' Sake event](#)
- [Byrona Maule Named Board Chair for Big Brothers Big Sisters of Oklahoma](#)
- [Supreme Court Decides Who is a Supervisor. What Every Employer Needs to Know about the Supreme Court's Ruling.](#)
- [National Labor Relations Board gets new life](#)
- [Byrona J. Maule Hosts UCO HR Training](#)
- [Gavel to Gavel: Analyzing the court's decision](#)
- [Maule gives expert insight on the state of Okla. unions](#)
- [Gavel to Gavel: New EEOC guideline](#)
- [Gavel to Gavel: Screening guidelines](#)
- [Leadership in Law profile: Byrona Maule](#)