



Phoebe B. Mitchell

ASSOCIATE

Phoebe B. Mitchell is a litigation attorney who represents individuals and both privately-held and public companies in a wide range of civil litigation matters.

CONTACT

pbmitchell@phillipsmurrah.com

Oklahoma City

405.235.4100 Main
405.606.4711 Direct
405.235.4133 Fax

PRACTICE AREAS

- Labor and Employment
- Commercial Litigation

EDUCATION

- Vanderbilt University (B.A., Public Policy and Spanish, 2016)
- University of Oklahoma College of Law (J.D., 2019)

ADMISSIONS

- 2019, Oklahoma
- 2019, U.S. District Court, Western District of Oklahoma
- 2019, U.S. District Court, Northern District of Oklahoma

BIOGRAPHY

Phoebe Mitchell is a litigation attorney who represents both individuals and public companies in a wide range of civil litigation matters in both state and federal court. Her practice includes labor and employment matters, contractual disputes, construction disputes, and commercial debt collection matters.

Phoebe attended the University of Oklahoma College of Law where she earned the American Jurisprudence award for Civil Procedure II and was on the Dean's Honor Roll. She served as the Research Editor and Candidate Mentor on the Oklahoma Law Review and was a member of the Phi Delta Phi Legal Honor Society. Phoebe also served as a mentor on the Dean's Leadership Council, was selected as a Dean's Leadership Fellow, and was selected to serve on the Academic Appeals Board.

While in law school, Phoebe had the opportunity to clerk as a judicial intern for the Honorable Judge Rob Hudson of the Oklahoma Court of Criminal Appeals.

Phoebe was born and raised in Oklahoma City and received a Bachelor's Degree from Vanderbilt University in Nashville, Tennessee. She enjoys Thunder basketball, OU football and cheering on her Vanderbilt Commodores in her spare time.

EXPERIENCE

- Advises clients on current employment-related COVID-19 laws, such as OSHA's Emergency Temporary Standard and the Families First Coronavirus Response Act
- Represents and advises employers on compliance with federal and state anti-discrimination laws such as Title VII, the ADEA, the ADA, the FMLA and the GINA
- Successfully represented employers before the EEOC, the Oklahoma Office of Civil Rights Enforcement, the Texas Workforce Commission, and the Utah Labor Commission in response to charges of discrimination
- Advises employers on compliance with state and federal employment laws, including wage and salary disputes under the Fair Labor Standards Act, Oklahoma Employment Security Act, and OSHA
- Drafts handbooks, policies, and procedures in compliance with state and federal employment laws
- Successfully represented employers in state and federal Department of Labor audits, state unemployment claims, state and federal wage claims, and OSHA violations

- Assists clients in employment law-related internal investigations by conducting interviews in both English and Spanish
- Negotiates and drafts employment agreements

PROFESSIONAL ORGANIZATIONS

- Oklahoma Bar Association

RECOGNITION

- NextGen Under 30 (2021, Law Category)

COMMUNITY INVOLVEMENT

- Make-A-Wish Foundation (Member, Wish Young Professionals Board)
- Edgemere Park Preservation Inc. (Trustee)
- Kappa Alpha Theta, Alpha Omicron Chapter (Member, Advisory Board)
- Greater Oklahoma City Alumnae Panhellenic Board – Co-Delegate, Kappa Alpha Theta