



## Phoebe M. Barber

### Attorney

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.

#### Contact

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#### Oklahoma City

405.235.4100 Main

405.606.4711 Direct

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#### Practice Areas

- Commercial Litigation
- Labor and Employment

#### 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
- 2022, Muskogee Creek Nation

#### Biography

Phoebe M. Barber 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, commercial debt collection matters, and oil and gas disputes.

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.

#### Professional Organizations

- Oklahoma Bar Association

#### Experience

- 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
- Represents clients in complex commercial disputes involving allegations of breach of contract, negligence, fraud, and breach of fiduciary duty
- Represents clients in all aspects of the oil and gas industry, including operators, working interest and royalty owners, and service companies in a variety of litigation scenarios, including claims involving violations of the Oklahoma Production Revenue Standards Act
- Represents employers in various business and employment litigation matters relating to employment agreements, noncompetition agreements, breaches of fiduciary duty, and business torts
- Defends municipalities in labor arbitrations for unionized work forces

### Recognition

- NextGen Under 30 (2021, Law Category)
- Best Lawyers® in America: Ones to Watch (2022-present)
- 405 Magazine Top Attorney in Labor And Employment (2023-present)

### Community

- Make-A-Wish Foundation Oklahoma (Committee Member, Annual Luncheon Committee)
- Make-A-Wish Foundation Oklahoma (Sponsorship Chair, Young Professionals Council, member 3 years)
- Kappa Alpha Theta, Alpha Omicron Chapter (Member, Advisory Board)