



## Roger A. Wolfe

Of Counsel

### Charleston Office

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## Roger A. Wolfe is Of Counsel with Jackson Kelly, focusing primarily on labor and employment law. He practices out of the Firm's office in Charleston, West Virginia.

Roger has a vast amount of experience in labor and employment law – with more than 40 years of legal practice under his belt, there are very few issues in this area that Roger hasn't dealt with. He has represented and advised clients on issues of wrongful discharge and all manners of employment discrimination, organizing campaigns, labor negotiations, arbitrations, strikes, and unemployment compensation proceedings, and in proceedings before the National Labor Relations Board (NLRB), the Equal Employment Opportunity Commission (EEOC), federal and state departments of labor, the West Virginia Human Rights Commission, and other state and federal agencies.

He also is a trained mediator and arbitrator and has been involved in resolving many employment disputes. This is the perfect role for Roger, as he has the experience and temperament to ensure that all disputes are handled with the utmost care. Never one to make a snap judgment without all the facts, Roger's ability to get to the heart of an issue serves him well when he is involved in dispute resolution. His methodical preparation also reassures both parties that their arguments are well considered.

Roger has a long history of helping clients face problems through thorough research and creative problem solving. He's been recognized for his work in *The Best Lawyers in America*<sup>®</sup>, *Chambers USA*, *West Virginia Super Lawyers*<sup>®</sup>, and was recently elected a Fellow of the College of Labor and Employment Lawyers.

He was an adjunct professor of employment law for the West Virginia University College of Law and currently teaches employment law in the University's Masters of Legal Studies program.

Roger has been active in the legal and government communities, serving for many years as the chair of the West Virginia State Bar's Employment Law Committee. He co-chaired the West Virginia Blue Ribbon Personnel Commission, a group appointed by the governor and legislature to study public bargaining issues in West Virginia, and served on the Public Employee Bargaining Commission, also appointed by the governor to consider public employee bargaining issues.

Along with his legal skills, Roger boasts exceptional musical talent. He is a frequent musical performer with the Opus Chorale, the West Virginia Symphony Chorus, and as a soloist. He is an animal lover and was on the board of the Kanawha-Charleston Humane Association for 15 years. He has assisted with drafting animal protection legislation on the city, county, and state levels.

Roger is a wonderful mentor to the younger generation of Jackson Kelly attorneys, teaching them the importance of both thoughtfulness and thoroughness. While never reluctant to adopt new technology, he is one of the few lawyers left who understands the value of researching in actual books.

## Awards

- Martindale-Hubbell: AV Preeminent Rating
- *The Best Lawyers in America*® for Employment Law - Management and Labor Law - Management (1995-2020)
- Elected fellow, College of Labor and Employment Lawyers (2017)
- *West Virginia Super Lawyers*®, Employment & Labor Law (2007-2019)
- *Super Lawyers*® *Business Edition*, Employment & Labor (2013-2017)
- *Chambers USA*, America's Leading Lawyers for Business in the area of Labor & Employment in West Virginia (2003-2017)
- West Virginia Blue Ribbon Personnel Commission, Co-Chair (1992)
- Order of the Coif (1973)
- Editor, *West Virginia Law Review* (1972-1973)

## Notable Legal Experience

- Handled many labor arbitrations
- Handled dozens of strike injunction and damages lawsuits in both state and federal courts
- Handled many wrongful discharge and discrimination lawsuits in both state and federal courts
- Handled many matters before administrative agencies including the EEOC, the West Virginia Human Rights Commission, OFCCP (Affirmative Action Planning)
- Handled the full range of NLRB matters from organizational campaigns to plant closings to joint employer and successorship issues
- Fair Labor Standards Act (FLSA) matters
- Negotiated many collective bargaining agreements
- Handled many labor matters for government contractors
- Has graduate education and training and experience in the application of statistical methodology to employment disputes
- Lead counsel in several jury trials including class action cases

## Work History

- Jackson Kelly PLLC (1974-Present)
- Judge K.K. Hall, U.S. District Court, Southern District of West Virginia, Law Clerk (1973-1974)

## Practices

- Arbitration, Mediation & Alternative Dispute Resolution
- Class Action & Complex Litigation
- Labor & Employment

## Education

- West Virginia University College of Law (J.D., 1973)
- West Virginia University (B.A. in Psychology, 1970)

## Admissions

- West Virginia (1973)
- U.S. Supreme Court (1979)
- U.S. Court of Appeals, Fourth Circuit (1974)

- U.S. District Court, Northern District of West Virginia (1974)
- West Virginia Supreme Court of Appeals (1973)
- U.S. District Court, Southern District of West Virginia (1973)

## Professional Organizations

- West Virginia State Bar, Committee on Labor and Employment Law, Chair (1994-1998)
- Frequently serves as mediator in employment law disputes

## Speaking Engagements & Publications

- Frequent lecturer on various employment law topics
- Adjunct professor of employment law for West Virginia University

## Community

- West Virginia Human Rights Commission Mediation Project
- Opus (Community Choral Ensemble); frequent soloist with church and community music organizations
- West Virginia Symphony Chorus, bass soloist
- Kanawha Charleston Humane Association, Board member