

Attorney Bio - Charles B. Baldwin



Charles B. Baldwin

Shareholder

charles.baldwin@ogletreedeakins.com

Location:

[Indianapolis](#) (Office: 317-916-1300, Fax: 317-916-9076)

Education:

J.D., University of Dayton, 1983

B.S., Valparaiso University, 1980

Practice Areas:

[Traditional Labor Relations](#), [Employment Law](#), [Litigation](#), [Class Action](#), [Unfair Competition and Trade Secrets](#), [Wage and Hour](#), [Ethics Compliance](#), [Investigations and Whistleblower Response](#)

Mr. Baldwin has over 25 years of experience as an advocate for management in all aspects of labor and employment law matters. He devotes his practice to representing employers involving: EEO, ERISA, and wrongful discharge claims; labor arbitrations; NLRB proceedings; wage and hour disputes; union avoidance; employment contracts; non-competition/trade secret disputes; and, class and collective actions. Mr. Baldwin frequently consults with and trains employees on employment practices and policies, union avoidance and litigation avoidance.

As a trial lawyer, Mr. Baldwin served as lead counsel in defending employers at trial and on appeal in class/collective actions, multi-plaintiff and individual lawsuits arising out of every conceivable type of workplace dispute. AIAM and AAMA selected him as Counsel for Amici Curiae in a case of first impression under the Americans with Disabilities Act.

For many years, Mr. Baldwin served as the Seventh Circuit Editor for the *“Employment & Labor Relations Litigation Newsletter”* of the ABA. He was a contributing author for the first and second edition of *“Model Jury Instructions: Employment Litigation,”* published by the Litigation Section of the ABA. The Indiana Chamber selected Mr. Baldwin to co-author: *“Indiana Guide to Preventing Workplace Harassment;”* *“Interviewing Guide: Designed to Assist Indiana Employers with Hiring and Retaining Employees;”* and, *“Managing Employees Leaves of Absence.”* Mr. Baldwin was a contributing editor to the Indiana Chambers’ newsletter H R Notes from 2005 to 2011.

Comments of others, particularly clients, best describe Mr. Baldwin’s legal skills and experiences. In its 2006 *Client Guide*, Chambers USA described Charles Baldwin as: “a successful litigator . . . experienced in acting as national counsel in employment litigation cases.” In its 2007 *Client Guide*, Chambers USA, praised Mr. Baldwin for his: “responsiveness and commitment.” In its 2008 *Client Guide*, Chambers USA stated: “his role as counselor to his clients also comes highly rated.” In its 2009 *Client Guide*, Chambers USA described Chuck Baldwin by stating, “clients admire his “calm approach, great knowledge and true dedication.” In its 2010 *Client Guide*, Chambers USA reported: “Charles Baldwin is renowned for his labor work, with clients commenting that “he has vast knowledge of the law and gives us great guidance;” “He is very intelligent and knowledgeable on the subject, and is always successful.”

Chuck Baldwin received an “Excellent” rating from the Association of Corporate Counsel (ACC). Clients described Mr. Baldwin as follows in the ACC Value Index: “practical, efficient and business-oriented. He understood what we were trying to accomplish and he helped us get there. Chuck does excellent work.”

The Indiana Chamber of Commerce chose Mr. Baldwin as Volunteer of the Year for 2001 and in 2000 was appointed to the Indiana Chamber’s Board of Directors. *Chambers USA Leading Business Lawyers in the USA* selected Mr. Baldwin as one of the top labor and employment lawyers in Indiana (2004 to present); Mr. Baldwin is also honored by the following organizations: Best Lawyers in America (2007 to present), *Indiana Super Lawyers* (2004 to present) and *The International Who’s Who of Management Labour & Employment Lawyers* (2010 to present). In 2009, Mr. Baldwin was inducted into the College of Labor and Employment Lawyers, a non-profit professional association honoring the leading lawyers nationwide in the practice of labor and employment law.

Admitted to Practice:

Indiana

Ohio

U.S. District Court, Northern and Southern Districts of Indiana

U.S. Court of Appeals, Seventh Circuit

Honors and Awards:

- Fellow, College of Labor and Employment Lawyers (2009 – present)
- Indiana *Super Lawyers* (2004 – present)
- AV Rated by Martindale-Hubbell Peer Review Rating (June 26, 2001)
- Leading Labor and Employment Lawyer in Indiana (Band One) - *Chambers USA, Leading Business Lawyers in the USA* (2004 – present)
- *Best Lawyers in America* (2007 – present)
- *International Who's Who of Management Labour and Employment Lawyers* (2010 - present)
- Volunteer of the Year (2001) – Indiana Chamber of Commerce

Professional Activities:

- American Employment Law Council (Charter Member – 1993 to present)
- Eiteljorg Museum (Advisory Committee Member and Volunteer – 2006 to present)
- Indiana Chamber of Commerce (Board of Directors – 2000 to present)
- Indiana Chamber of Commerce (Employment Law Committee – 2004 – present)
- Indiana Chamber of Commerce (Health Care Policy Committee – 2007 – present)
- Indiana Chamber of Commerce (Nominating Committee - 2011)
- Sagamore American Inn of Court (Barrister – 2006 to 2009)
- United States Chamber of Commerce (2002 to present)
- University of Dayton School of Law Alumni (Board of Trustees – 2000 to present)
- U.S. Labor and Employment Laws, Indiana University Law School (LLM Program Lecturer, 2007)
- Friends of Herron School of Art and Design (Volunteer – 2000 to present)
- Leukemia & Lymphoma Society, Indiana Chapter (Volunteer, Fundraiser, and Organizer of Light the Night Walk Fundraiser – 2006 - 2008)
- American Bar Association (Labor and Employment and Litigation Sections, 1983 to present)
- American Bar Association (Advisory Panel, Labor and Employment Law Section and Litigation Section, 2007 to present)
- Indiana Bar Association (Labor and Employment Law Section and Litigation Section, 1983 to present)
- Indiana Bar Association (Board Member, Labor and Employment Law Section, 1992-1999)
- Federal Bar Association (1983 to present)
- Seventh Circuit Bar Association (1998 to present)

Speeches:

- Indiana Chamber - "Strategies to Avoid Rising Employee Retaliation Claims" - Webinar - September 8, 2011
- Indiana Continuing Legal Education Forum - "A User's Guide to the EEOC: An Employer's View" - Indianapolis - July 22, 2011
- Association of Corporate Counsel CCU - "Social Media: The New Rules of Engagement" - New Orleans - May 17, 2011
- Ogletree Deakins Workplace Strategies Seminar - "Responding to the EEOC – An Insider's View" - Chicago - May 13, 2011
- ACC Indiana Chapter - "Start Your Labor and Employment Spring Cleaning! Hot Topics for 2011" - Indianapolis - March 31, 2011
- Association of Corporate Counsel Annual Meeting - "How to Prevent and Respond to an Agency Pursuit of Pattern and Practice or Systemic Discrimination Claims"

Attorney Bio - Charles B. Baldwin

- San Antonio - October 24, 2010 - October 27, 2010
- Private Client Training - "Managing Employees in a Non-Union Environment" - Chicago - October 15, 2010
- Ogletree Deakins Seminar - "Disability Discrimination – The New Risk for Employers" - Indianapolis - October 5, 2010
- Indiana Chamber of Commerce - "Leave Issues Seminar" - Indianapolis - September 15, 2010
- Private Client Training - "Collective Bargaining Negotiations Training" - Chicago - August 12, 2010
- Second Annual Employment and Labor Law Conference Sponsored by Marcus Evans - "Adapting to the ADA and Comprehending its Impact on Disability Claims" - Washington, D.C. - June 6, 2010 - June 7, 2010
- Ogletree Deakins Workplace Strategies Seminar - "Social Networking Sites – Treasure Trove or Liability Trap?" - Las Vegas - May 7, 2010
- Indiana Manufacturers Association, Ogletree Deakins Health Care Reform Legislation, On-Line Webinar - "What Will Health Care Reform Mean for Your Business?" - April 29, 2010
- Corporate Counsel – Indiana Chapter - "Rebuilding Your Workforce Without Creating Liability" - Indianapolis - March 26, 2010
- Labor and Employment Law Developments in the State of Indiana - "Eye on Employment Law – Change Arrives Quickly" - Indianapolis - October 7, 2009
- Indiana Chamber of Commerce - "Leave Issues Seminar" - Indianapolis - September 23, 2009
- Ogletree Deakins Briefing - "A Brave New World: Labor and Employment Issues Essential to Employers" - Merrillville - September 17, 2009
- Indiana Chamber of Commerce - "Wellness Programs at a Unionized Company – Navigating the Issues that May Arise in a Union Environment" - Indianapolis - September 17, 2009
- EEOC Technical Assistance Program Seminar - "ADAA, ADEA, FMLA Update" - Indianapolis - September 2, 2009
- Ogletree Deakins Breakfast Briefing - "Fiduciary Litigation" - Indianapolis - May 19, 2009
- Indiana Chamber Spring Board of Directors Meeting - "Preparing for the Employee Free Choice Act – You Can't Wait" - Michigan City - May 14, 2009
- Ogletree Deakins Workplace Strategies Seminar - "Workforce Reduction Techniques That Lessen Your Litigation Risks" - Miami - May 8, 2009
- Association of Corporate Counsel - Indiana Chapter - "ADA and FMLA in 2009 – Changes and Challenges" - Indianapolis - March 27, 2009
- Ogletree Deakins webinar - "Navigating the Reduction in Force ("RIF") Minefield – Developing and Implementing Reduction in Force Strategies" - March 5, 2009
- Association of Corporation Counsel – Indiana Chapter - "ADA Regulations: New FMLA Information" - Indianapolis - February 18, 2009
- Corporate Counsel Symposium on Employment Law - "Prevent and Defend Employee Disputes" - Washington, D.C. - February 10, 2009 - February 11, 2009
- Indiana Employment Law Update - "Layoffs and RIFs: More on the Horizon" - Indianapolis - October 15, 2008
- The Japan-American Society of Indiana and Japan External Trade Organization - "Japanese Monozukuri Practices for the Automotive Industry" - Indianapolis - August 26, 2008
- Indiana Chamber of Commerce - "FMLA Seminar – Advanced" - Indianapolis - June 12, 2008
- Ogletree Deakins Workplace Strategies Seminar - "Exotic Employment Claims – What's the Lawsuit Du Jour?" - New Orleans - May 8, 2008 - May 9, 2008
- Ogletree Deakins Briefing - "What's New in Indiana" - Indianapolis - March 13, 2008
- Employment Law Developments in Indiana - "Whiners and Whistleblowers – Watch Out for Those Retaliation Claims" - Indianapolis - October 16, 2007
- Federal Home Loan Bank Legal Counsel Meeting - "Employment Law Audits – A Critical Tool for Limiting Exposure" - San Francisco - October 4, 2007
- Indiana Chamber of Commerce - "Leave Issues Seminar" - Indianapolis - September 26, 2007
- Private Client Training - "A Practical Guide to Today's Toughest HR Issues" - Milwaukee - August 22, 2007

Attorney Bio - Charles B. Baldwin

- Private Client Training - "Collective Bargaining and Negotiations Training" - Indianapolis - August 16, 2007
- Ogletree Deakins Workplace Strategies Seminar - "Workplace Bullying – Act Now or Pay Later" - Phoenix - May 10, 2007 - May 11, 2007
- Ogletree Deakins Briefing - "Developments in Employment Law" - Indianapolis - April 11, 2007
- Employment Law Seminar, Indiana University Law School – LL.M. Students - "Employment Law Overview" - Indianapolis - March 27, 2007
- Association of Corporate Counsel, Indiana Chapter - "Labor and Employment Law Update" - Indianapolis - 2007
- Ogletree Deakins Seminar - "Employment Law Audit – A Critical Tool for Limiting Exposure" - Indianapolis - October 4, 2006
- Indiana Chamber of Commerce - "Leave Issues Seminar" - Indianapolis - September 21, 2006
- ReedLogic Venture Capital Leadership Conference - "Becoming Your Business Expert" - Washington, D.C. - July 2006
- Ogletree Deakins Workplace Strategies Seminar - "Employment Law Audits – A Critical Tool for Limiting Exposure" - Atlanta - May 11, 2006 - May 12, 2006
- Ogletree Deakins Briefing - ""Internal Affairs" – New Rulings Force Employers to Evaluate Office Romance Policies" - Indianapolis - April 19, 2006
- Private Client Training - "Collective Bargaining and Negotiations Training" - Indianapolis - March 9, 2006
- Indiana Chamber of Commerce - "Workplace Harassment: It's Not Just About Sex Anymore" - Indianapolis - March 8, 2006
- Association of Corporate Counsel, Indiana Chapter - "Labor and Employment Law Update" - Indianapolis - 2006
- Indiana Chamber of Commerce - "Leave Issues Seminar" - Indianapolis - September 14, 2005
- Ogletree Deakins Workplace Strategies Seminar - "Audits – The Key to Avoiding Class Action Lawsuits" - San Antonio - May 5, 2005 - May 6, 2005
- Indiana Chapter ACC - "Corporate Counsel's Guide to Conducting and Managing Internal & External Investigations" - Indianapolis - April 18, 2005 - April 19, 2005
- Indiana Chamber of Commerce - "Leave Issues Seminar" - Indianapolis - September 21, 2004
- Indiana Chamber of Commerce – 40th Annual Human Resources Conference - "Harassment Update – New Cases Address Employer Liability" - Indianapolis - June 3, 2004
- Ogletree Deakins Workplace Strategies Seminar - "Class and Collective Action Lawsuits Spread Like Wildfire – How to Avoid Getting Burned" - Atlanta - May 13, 2004 - May 14, 2004
- Indiana Chamber of Commerce – Workplace Harassment Seminar - "Workplace Harassment Law Update" - Indianapolis - March 24, 2004
- Indiana Chamber of Commerce – 39th Annual Human Resources Conference - "Recent Trends in Workplace Harassment Law" - Indianapolis - July 24, 2003
- Indiana Chamber of Commerce - "Managing Workplace Issues During Challenging Times" - Indianapolis - June 19, 2003
- Ogletree Deakins Workplace Strategies Seminar - "Employers' Greatest Employment Liability Risk – Class and Collective Actions" - Chicago - May 8, 2003 - May 9, 2003
- Lorman Education Services - "Protecting Your Clients' Bread and Butter – Non-Competes and Trade Secrets" - Indianapolis - 2003
- Indiana Chamber of Commerce – 38th Annual Human Resources Conference - "Recent Trends – Discrimination Claims" - Indianapolis - June 22, 2002 - June 23, 2002
- Ogletree Deakins Workplace Strategies Seminar - "Sleeping with the Enemy: Discipline and Discharge of the Difficult Employee" - Atlanta - April 18, 2002 - April 19, 2002
- Private Client Training - "Collective Bargaining and Negotiations Training" - Indianapolis - April 15, 2002 - April 16, 2002
- Indiana Chamber of Commerce - "Sexual Harassment – It's Not Just About Sex Anymore" - Indianapolis - March 2002

Attorney Bio - Charles B. Baldwin

- Lorman Education Services - "Protecting Your Clients' Bread and Butter – Non-Competes and Trade Secrets" - Indianapolis - 2002
- Private Client Training - "Training and Strategy Program Concerning Labor Negotiations" - Indianapolis - June 2001
- Indiana Chamber of Commerce - "Sexual Harassment – It's Not Just About Sex Anymore" - Indianapolis - March 2001
- Lorman Education Services - "Protecting Your Clients' Bread and Butter – Non-Competes and Trade Secrets" - Indianapolis - 2001
- Indiana Chamber of Commerce - "Sexual Harassment – It's Not Just About Sex Anymore" - Indianapolis - March 30, 2000
- Counsel and Education in Management - "Personnel Law Update" - Indianapolis - June 14, 1999 - June 15, 1999
- Counsel and Education in Management - "Personnel Law Update" - Indianapolis - June 4, 1996 - June 5, 1996
- Counsel and Education in Management - "Personnel Law Update" - Indianapolis - October 23, 1995 - October 24, 1995
- Lorman Education Services - "How to Protect Your Client's Bread and Butter: Covenants Not to Compete" - Indianapolis - April 21, 1995
- Counsel and Education in Management - "Sexual Harassment Law- Supervisor" - Indianapolis - March 13, 1995 - March 14, 1995
- Indiana Continuing Legal Education Forum - "Covenants Not to Compete and Confidentiality Agreements" - Indianapolis - 1995
- Counsel and Education in Management - "Personnel Law Update" - Indianapolis - March 14, 1994 - March 15, 1994
- Counsel and Education in Management - "Personnel Law Update" - Indianapolis - March 18, 1993
- Indiana Continuing Legal Education Forum - "Key Labor and Employment Issues" - Indianapolis - 1990
- Indiana Continuing Legal Education Forum - "Non-Competes and Trade Secrets in Indiana" - Indianapolis - 1989

Media Quotes:

- February 2, 2012 - [Indiana eAuthority](#) - "Indiana eAuthority - Governor Signs Right-to-Work Measure Into Law"
- January 2, 2012 - [Modern Healthcare](#) - "Hospitals Cry Foul - NLRB Moves Ahead with Controversial Rules"
- September 8, 2011 - [The Wall Street Journal](#) - "Bad Call: How Not to Dismiss an Employee"
- September 2011 - [TLNT.com](#) - "Is There a Good Way to Fire Someone? No, But Don't Ever Do It By Phone"
- September 29, 2010 - [Indiana Lawyer](#) - "Discrimination Cases Rising"
- December 17, 2009 - [Human Resource Executive Online](#) - "The Fairness Factor"
- November 2, 2009 - [The National Law Journal](#) - "Complaints Flood EEOC - Even Employers with No History of Claims Now Feel the Heat"
- May 1, 2009 - [Law360](#) - "How to Avoid the Legal Perils of RIF Alternatives"
- July 16, 2006 - [The Indianapolis Star](#) - "IPD Vote on Contract May Signal FOP Rift: Labor Experts See Decision to Put City's Offer to a Vote, Against Union Leaders' Advice, as Possible Sign of a Split"

Published works:

- November/December 2011 - BizVoice - "NLRB and DOL Turn Up the Heat: Will Your Company Be Ready?"
- April 8, 2011 - ACC QuickCounsel - "Systemic Discrimination in a Nutshell"
- November/December 2010 - BizVoice/Indiana Chamber of Commerce - "What To Expect From The EEOC In 2011"
- November/December 2009 - BizVoice/Indiana Chamber of Commerce - "Labor's Wish List – Where We Are And Where We're Headed"
- April 2009 - ACC Docket - "Minimizing Exposure When Cuts Become Necessary: A New RIF On An Old Tune"
- 2009 - Indiana Chamber of Commerce - "Managing Employees Leaves Of Absence: A Guide For Indiana Employers"

Attorney Bio - Charles B. Baldwin

- 2009 - Indiana Chamber of Commerce - "The Interviewing Guide: 2nd Edition, Helping Indiana Employers Utilize Lawful And Effective Interviewing Techniques"
- November/December 2008 - BizVoice/Indiana Chamber of Commerce - "Reduction in Force – Downsizing Your Layoff Woes"
- November/December 2007 - BizVoice/Indiana Chamber of Commerce - "Caregiving Responsibilities – New Age, New Challenges For Employers"
- May 2007 - Walker Information - "What Can You Learn About Ethics from Boiling Frogs?"
- 2007/2010 - National Institute of Business Management, Inc. (Editor-in-Chief) - "HR Specialist: Indiana Employment Law Newsletter"
- November/December 2006 - BizVoice/Indiana Chamber of Commerce - "Harassment by Customers – Employers Must Pay Close Attention To Growing Concern"
- July 2006 - ReedLogic Venture Capital Leadership Conference - "Becoming Your Business Expert"
- March/April 2006 - BizVoice/Indiana Chamber of Commerce - "'Legal' Interviewing – Getting It Right Is Important"
- 2006 - Indiana Chamber of Commerce - "Indiana Guide To Preventing Workplace Harassment, Third Edition"
- 2006 - Indiana Chamber of Commerce - "The Interviewing Guide: Designed to Assist Indiana Employers with Hiring And Retaining Employees"
- November/December 2005 - BizVoice/Indiana Chamber of Commerce - "Employee Web Logs – Privacy, Confidentiality Issues Emerge"
- 2005 - American Bar Association, Section of Litigation (Contributing Editor) - "Model Jury Instructions - Employment Litigation, 2nd Edition"
- November/December 2004 - BizVoice/Indiana Chamber of Commerce - "Sarbanes-Oxley Impacts Employer-Employee Relationship"
- October 13, 2004 - Corporate Board Member Magazine - "Rulings Start Coming Down – And Employees Are Winning"
- 2002 - Indiana Chamber of Commerce - "Indiana Guide to Preventing Workplace Harassment, 2nd Edition"
- January/February 2002 - BizVoice/Indiana Chamber of Commerce - "Terrorist Aftermath – Combating Discrimination In The Workplace"
- November/December 2001 - BizVoice/Indiana Chamber of Commerce - "Severance Agreement – Plan Now, Avoid Potential Problems Later (Part II)"
- September/October 2001 - BizVoice/Indiana Chamber of Commerce - "Severance Agreement – Plan Now, Avoid Potential Problems Later (Part I)"
- 1999 - Indiana Chamber of Commerce - "Indiana Guide To Preventing Workplace Harassment, 1st Edition"
- 1994 - American Bar Association, Section of Litigation (Contributing Editor) - "Model Jury Instructions-Employment Litigation, 1st Edition"
- 1993/2006 - American Bar Association, Section of Litigation (Seventh Circuit Editor) - "Employment & Labor Relations Litigation Newsletter"