



Charles H. Peckham

Curriculum Vitae –Attorney / Mediator / Arbitrator

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Education and Admissions

Bachelor Journalism - Public Relations
University of Texas

1988
Austin, Texas

Juris Doctor
South Texas College of Law

December 1991
Houston, Texas

Admitted to Texas Bar

May 1992

*Admitted to Court of Appeals for the Fifth
Circuit at New Orleans*

August 2000

Admitted to Southern District of Texas

May 1993

Admitted to Eastern District of Texas

October 1996

Admitted to Northern District of Texas

February 2004

Admitted to Western District of Texas

April 2008

Admitted to District of North Dakota

August 2014

Professional Experience

<i>Fleming and Peckham, P.C.</i> Partner	1992-1994
<i>Mabry & Gibson, L.P.</i> Associate	1994-1996
<i>Lundy & Davis, L.L.P.</i> Equity Partner	1996-2006
<i>Wheat, Oppermann & Meeks, P.C.</i>	2006-2008
<i>Peckham Martin, PLLC</i> Partner	2008 to Present
<i>ADR of Counsel - ADROC</i> Panel Mediator	2023 to Present

Professional Certifications and Activities

AAA National Roster of Arbitrators – Panel on Employment Law, American Arbitration Association

AAA National Roster of Arbitrators – Panel on Consumer Law, American Arbitration Association

Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization since 1999

Texas *Super Lawyer* – Employment Law, 2021, 2022, 2023, 2024, 2025

40-Hour Mediation Training, AA White Dispute Resolution Center, University of Houston Law Center, Blakely Advocacy Institute (March 2005)

Pattern Jury Charge Committee for the State Bar of Texas – *Business, Consumer and Employment*, Terms July 2014 – June 2017; July 2017 – June 2020; July 2020 – June 2024

Court Rules Committee for the State Bar of Texas – *Pre-Trial and Discovery Subcommittees*, Term July 2024 – June 2027

Alternate Dispute Resolution Organizations:

Association of Attorney-Mediators

Credentialed Advanced Mediator – Texas Mediator Credentialing Association

Texas Association of Mediators

‘AV’ Peer Review Rated by Martindale-Hubbell – Current Through 2024

Voted as one of Houston’s Top Lawyers for the People, February 2008-2022.

Voted as one of Houston’s Top Lawyers, June 2008 – 2023 (Employment Law)

Member:

State Bar of Texas

Houston Bar Association

College of the State Bar of Texas (1999, 2004-2006, 2017-2018, 2022-2024)

Life Fellow of the Texas Bar Foundation

Texas Real Estate Salesperson License (former)

Texas Young Lawyers Association (former)

Houston Young Lawyers Association (former)

Lawyer-Pilots Bar Association (former)

Houston Bar Association - Speakers Committee – June 2016-2017, June 2023-2024
 - Fee Dispute Committee – July 2016-June 2017
 - Director, ADR Committee – July 2024-June 2026
 - Chair, ADR Committee – July 2026-June 2027

State Bar of Texas - Aviation Law Section Secretary (2008-2010)

Chairman (2000-2001) and two-term member (4 years) of the State Bar of Texas Grievance Committee 4A

Chairman of the Houston Young Lawyers Association Public Schools/Public Education Committee (1994-1997)

Advanced Aircraft Accident Investigation School, John D. Odegard School of Aerospace Sciences, University of North Dakota, June 2006 (in cooperation with Air Line Pilots’ Association)

Aviation Physiology Special ALPA Course and High Altitude Chamber Flight (hypoxia reaction training fulfilling requirements for high altitude physiology under FAR Part 61-31(g)), John D. Odegard School of Aerospace Sciences, University of North Dakota, June 2006

Professional Papers

Co-Author “Lawyers and the Media in High Profile Cases: The Press Calls for an Interview, Do I Say ‘No Comment’?” 1998 November/December issue of The Houston Lawyer.

Employer Liability for Employee Assault, Advanced Personal Injury Law, in editing, submitted for 2024 Corporate Counsel Review, South Texas College of Law Houston. Co-Author.

Seminars and Seminar Papers

“Overview of Title VII”, “EEOC Guidance on Sexual Harassment” “Employee Privacy” and “ADA and Psychiatric Disabilities” at Law for Counselors, Social Workers and Other Helping Professionals, July, 1999. Co-Author Seminar Paper.

“Overview of Title VII”, “EEOC Guidance on Sexual Harassment” “Employee Privacy” and “ADA and Psychiatric Disabilities” at Law for Counselors, Social Workers and Other Helping Professionals, July, 2000. Co-Author Seminar Paper.

“Managing Return-to-Work, Modified or Light Duty and Reassignment Issues” at COEM Conference, December, 2001.

“Grievance Committee Ethics” at Houston Bar Association, March, 2002. Author Seminar Paper.

“Family and Medical Leave Act” at COEM Conference, August, 2002.

“The Law on Texas State Court Depositions - Depositions Before Suit and Depositions You’ve Never Tried Before” at Lorman, September, 2002. Author Seminar Paper.

“The Law on Texas State Court Depositions - Depositions Before Suit and Depositions You’ve Never Tried Before” at Lorman, September, 2003. Author Seminar Paper.

“The Law on Texas State Court Depositions - Depositions Before Suit and Depositions You’ve Never Tried Before” at Lorman, September, 2004. Author Seminar Paper.

“Issues in Employment Law” at Houston Association of Legal Professionals, July, 2004.

“How to Pick Apart the Human Resources Expert”, National Employment Lawyers’ Association Annual Conference, Philadelphia, Pa., June 2005. Author Seminar Paper.

“The Law on Texas State Court Depositions - Depositions Before Suit and Depositions You’ve Never Tried Before” at Katy Bar Association, July, 2005. Author Seminar Paper.

“Workers’ Rights in Texas” for Houston Bar Association, November 2008.

The Process of the State Bar of Texas Jury Charge Committee – 2015 – Houston Employment Lawyers Association.

Hot Topics in Employment Law: Non-Competition, Anti-SLAPP, Trade Secrets” - Houston Bar Association, Nov. 2018.

Sex, Drugs, and Mediation – Key Updates in Employment Laws that Every Commercial Litigator Should Know - Houston Bar Association, Nov. 2021.

Multi-Party Mediation – South Texas College of Law Houston - Houston Bar Association, May 2023.

Employer Liability for Employee Assault, Advanced Personal Injury Law, State Bar of Texas, July 2023 (San Antonio), August 2023 (Dallas), September 2023 (Houston). Co-Author Seminar Paper.

HIPAA and HB 300 - Private CLE, October 2023.

Non-Stenographic Depositions in Litigation Practice, Trialsmith, October 2023.

Multi-Party Mediation – ABA Mediation Committee, November 2023.

AI and the Future of Litigation: Navigating New Legal Technologies, Austin Bar Association, February, 2024.

Employer Liability for Employee Assault, North Texas Chapter – Texas Association of Mediators, March 2024.

Employer Liability for Employee Assault, Plano Bar Association and Corporate Counsel Section, March 2024.

Various Client Presentations on Employment Law Topics.

Prior *Pro Hac Vice* Admissions

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State of Arkansas, Union County
State of Arkansas, Arkansas Supreme Court

State of California, Los Angeles Superior Court

State of Florida, Escambia County
State of Florida, Polk County

State of Illinois, Cook County

State of Louisiana, Calcasieu Parish
State of Louisiana, East Baton Rouge Parish

State of Mississippi, Hinds County

State of Nevada, Washoe County

United States District Court for Eastern District of Arkansas
United States District Court for Central District of California
United States District Court for Middle District of Florida
United States District Court for the Northern District of Georgia
United States District Court for Northern District of Illinois
United States District Court for Eastern District of Louisiana
United States District Court for Western District of Louisiana
United States District Court for Western District of Mississippi
United States District Court for District of New Mexico
United States District Court for Southern District of Ohio
United States District Court for the Western District of Tennessee