



CHARLES S. CAULKINS

Partner

Fort Lauderdale

954.847.4700

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Service Focus

- Government Relations
- Labor Relations
- Litigation and Trials

Industry Focus

- Automotive Dealership
- Cannabis
- Energy
- Hospitality
- Manufacturing

OVERVIEW

Charles Caulkins is a partner in the Fort Lauderdale office and represents employers nationally in labor and employment law matters.

He advises employers on the development and implementation of preventive labor relations programs, including management education and training to avoid charges and lawsuits, protect trade secrets, and resolve disputes. He regularly counsels employers on union-related matters. He also handles employment-related litigation and arbitrations before state and federal courts and administrative agencies involving claims of discrimination, wrongful discharge, breach of contract, Occupational Safety and Health Administration (OSHA) and other statutory claims.

He is "AV" Peer Review Rated by Martindale-Hubbell. He has also been listed in *The Best Lawyers in America* since 2006 and in *Chambers USA, America's Leading Business Lawyers* since 2003. Charles has been recognized as an Employment Law – Management Lawyer of the Year by *Best Lawyers in America* since 2006 and Employment Law - Management and Labor Law – Management Lawyer of the Year 2021 by *Best Lawyers in America*. Selection to *Lawdragon's* 500 Leading U.S. Corporate Employment Lawyers (2020) – "Hall of Fame" - Labor & Employment, Collective Bargaining. Charles has also been named one of "The Nation's 100 Most Powerful Employment Attorneys" by *Human Resources Executive Magazine* every year since 2010.

Charles has devoted significant time to community service. He currently is the Chair of the Florida Chamber of Commerce. He is a founding member and past President of the Academy of Florida Management Attorneys and past Chair of the Greater Fort Lauderdale Chamber of Commerce. He was also honored by Neighbors 4 Neighbors for his volunteerism within the South Florida region.

Credentials

Education

- Creighton University School of Law, J.D., 1976
- New York University School of Law, LL.M., 1977
- Monmouth College, B.A., 1971

Bar Admissions

- Florida

Court Admissions

- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Supreme Court

Recognitions

- Recognized in *The Best Lawyers in America* (2011-2026)
 - *Chambers USA*, Labor & Employment (2003-2025)
 - Listed in *Lawdragon's 500 Leading U.S. Corporate Employment Lawyers* (2020, 2022, 2024-2026)
 - Hall of Fame (2020)
 - Named, *Best Lawyers "Lawyer of the Year"*, Labor Law – Management (2018, 2021 and 2024)
 - Named, *Best Lawyers "Lawyer of the Year"*, Employment Law-Management (2017, 2019, 2024)
 - Received the *Daily Business Review* 2018 Professional Excellence Award for Distinguished Leader
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Affiliations

Professional Activities

- Chair of the Florida Chamber of Commerce
- Chair of the Broward Workshop, a non-profit, non-partisan business organization comprised of the chief decision makers representing 100 of Broward County's businesses and professions
- Member Board of Directors, Florida Chamber of Commerce
- Past Chair of the Greater Fort Lauderdale Chamber of Commerce

INSIGHTS

News

Oct 24, 2025

Charles Caulkins Named to Florida Trend's "Florida 500" for the Sixth Year in a Row

Insights

Jul 9, 2025

Florida Clinches Spot as Most Enforcement-Friendly State for Non-Competes: 3 Steps Employers Should Take Now

News

Jun 5, 2025

Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA

Publication

May 16, 2025

Republished Insight: Florida Will Soon Be Friendliest State in Country for Enforcing Non-Compete Agreements: 3 Key Steps for Employers

Insights

Apr 29, 2025

Florida Will Soon Be Friendliest State in Country For Enforcing Non-Compete Agreements: 3 Key Steps for Employers

Event

Nov 14, 2024

A Look Forward: Preparing Your Management Team for a Compliant 2025: Fort Lauderdale