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**Areas of Practice**

Alternative Dispute Resolution  
Executive Compensation and Employee Benefits  
Labor & Employment  
Employment Practices Liability

**Bar Admissions**

New Jersey  
U.S. District Court  
District of New Jersey  
U.S. Court of Appeals  
Third Circuit

**Education**

Seton Hall University School of Law  
J.D., *cum laude*, 1983  
Glassboro State College, B.S., 1979

**Professional Affiliations**

American Bar Association, Labor & Employment Section  
New Jersey State Bar Association, Labor & Employment Section  
Somerset County Bar Association  
Legal Services of Northwest New Jersey, Board of Directors  
Supreme Court of New Jersey  
Former Member- District XIII Ethics Committee  
Sidney Reitman Employment Law Inn of Court  
Former Member  
Somerset Valley YMCA Advisory Board  
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**Patrick T. Collins | Member**

Patrick T. Collins, Chair of the Labor & Employment Group, practices labor, employment and personnel law on behalf of employers, and management personnel. He has a wide range of experience in all areas of litigation in both federal and state courts, defending discrimination and sexual harassment claims, wrongful discharge and whistleblower suits, and claims brought under the Americans With Disabilities Act, the Family and Medical Leave Act, and the multitude of other civil rights and anti-discrimination laws. In addition, Pat represents parties in breach of contract claims and in actions involving unfair competition, restrictive covenants, and confidentiality agreements.

Pat has appeared before state human rights agencies throughout the country, as well as the EEOC, the National Labor Relations Board, and various wage and hour agencies. He has represented employers in numerous labor grievance/arbitration proceedings and in a variety of other matters relating to the unionization of employees and collective bargaining. He has also worked extensively with employers on public works contracts to ensure compliance with prevailing wage laws.

A great deal of Pat’s practice concentrates on counseling employers in making workplace decisions, which will reduce or avoid entirely the risk of litigation. Pat regularly counsels his clients on matters concerning independent contractors and contingent workers, employment policies, employee discipline and terminations, reductions in workforce, and plant closings. He has conducted sexual harassment investigations and employment law audits, and has drafted numerous employee handbooks and substance abuse and workplace privacy policies. Pat has also conducted management and employee training and legal compliance sessions in a variety of areas, including the performance appraisal process and anti-harassment.

Pat is a former member of the Supreme Court of New Jersey, District XIII Ethics Committee, and the Sidney Reitman Employment Law Inn of Court.

