

# Patrick T. Collins

Member

Patrick T. Collins is Chair of the firm's Labor & Employment Practice Group. He 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, disability accommodations, family and marital leave issues, 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.


Much 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 Chair of the Somerset County Business Partnership Human Resources Roundtable. He is a former member of the Supreme Court of New Jersey, District XIII Ethics Committee, and the Sidney Reitman Employment Law Inn of Court.



## Contact

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## Areas of practice

Labor & Employment

Alternative Dispute Resolution

Executive Compensation,

Employment, ERISA, and Employee

Benefits

## 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 County Business Partnership

## Bar Admissions

New Jersey

U.S. District Court

District of New Jersey

U.S. Court of Appeals

Third Circuit

