

Patrick T. Wilson

Associate

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OVERVIEW

Patrick focuses his practice on labor-management relations and employment litigation and counseling. He defends employers in matters before arbitrators and the National Labor Relations Board, as well as federal and state courts and agencies. Patrick regularly advises clients dealing with time-sensitive labor issues in the transportation, defense, health care, hospitality, construction, technology, manufacturing, and retail sectors.

**Licensed to practice law in District of Columbia and Maryland; application pending for admission to Illinois Bar.*

REPRESENTATIVE MATTERS

- Acted as lead counsel in defense against union organizing attempt on a team that secured a dismissal of an election petition involving 50-person units at two worksites in NLRB Region 19.
- Assisted in defeating an organizing attempt by a union at an assisted living facility.
- Served as lead associate in an employment discrimination lawsuit involving a *Fortune* 1000 executive in the U.S. District Court for the District of Maryland.
- Provides advice and counsels on labor-management issues to clients in the transportation, health care, retail, mining, and automotive industries.
- Advises and trains on union avoidance; act as a “first responder” for petitions and campaigns.
- Defends employers and leads the campaign process once a petition is filed.
- Represents employers against charges and litigation before the NLRB.
- Represents employers at third-step grievance meetings and arbitrations.
- Represents employers in bargaining.
- Reviews and advises on labor issues that may arise in the course of large commercial transactions.
- Counsels managers on compliance with federal and state employment laws. Provides advice on the implementation of new policies, handbooks, and human resource initiatives; leads confidential workplace investigations.
- Drafts and revises employee handbooks, separation agreements, noncompete/nondisclosure agreements, and state-compliant employee policies; and advises employers on sensitive personnel actions and absence management under ADA/FMLA. Advises employers on compliance with federal/state WARN responsibilities and

requirements.

- Manages all stages of the litigation process, from inception to disposition. Drafts position statements, pleadings, litigation documents, discovery requests and responses, motions, and briefs. Takes and defends depositions. Acts as second chair for state and federal trials.
- Acts as outside general counsel for employment matters for a transportation company.

AWARDS

- *Best Lawyers in America® Ones to Watch: Labor and Employment Law – Management* (2026)

TOP AREAS OF FOCUS

- Employment Counseling
- Labor + Employment Litigation + Dispute Resolution
- Litigation + Trial
- Traditional Labor

ALL AREAS OF FOCUS

- Employment Counseling
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Litigation + Trial
- Traditional Labor

EDUCATION AND CERTIFICATIONS

EDUCATION

- Wake Forest University School of Law, J.D., 2019, *Wake Forest Journal of Business and Intellectual Property Law*
- College of Charleston, B.A., 2011, political science

BAR ADMISSIONS

- Maryland
- District of Columbia

COURT ADMISSIONS

- U.S. District Court, District of Columbia
- U.S. District Court, District of Maryland
- U.S. Court of Appeals, Fourth Circuit
- U.S. District Court, Northern District of Illinois