



PATRICK M. DALIN

Partner

Philadelphia

610.230.6112

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Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials
- Wage and Hour
- Workplace Safety

Industry Focus

- Construction
- Healthcare
- Manufacturing

OVERVIEW

Patrick M. Dalin represents employers in a full range of employment law matters, with a particular emphasis on wage and hour issues and government audits and investigations.

As a member of Fisher Phillips' Wage and Hour Practice Group and co-chair of its Compensation Audit and Counseling Services team, Patrick works with businesses to review their compensation practices and develop proactive solutions to reduce their risks of exposure to costly wage and hour investigations and lawsuits. This includes conducting audits and providing counsel regarding federal, state, and local laws on employee exemptions, independent contractors, meal and rest breaks, tip

credits, child labor, donning and doffing, and the proper calculation of overtime pay, among many other issues. Patrick also defends businesses in wage and hour investigations and litigation, including class-action lawsuits, single-plaintiff lawsuits, and government enforcement cases before federal and state courts and administrative agencies such as the U.S. Department of Labor's Office of Administrative Law Judges.

As a co-chair of Fisher Phillips' Prevailing Wage team, Patrick assists government contractors with their compliance obligations under the Davis Bacon Act, the McNamara O'Hara Service Contract Act, and state and local prevailing wage laws. He also represents employers in government audits, investigations, and litigation concerning prevailing wage issues.

In addition to his wage and hour practice, Patrick routinely defends businesses against claims of discrimination and harassment and represents businesses in federal, state, and local government investigations of workplace safety, employee benefits, and whistleblower matters.

Prior to joining Fisher Phillips, Patrick spent more than 12 years working with the U.S. Department of Labor in the Office of the Regional Solicitor in both Philadelphia and New York, most recently as Senior Trial Attorney in Philadelphia. In that role, he oversaw all aspects of wage and hour litigation matters involving the Fair Labor Standards Act, Service Contract Act, and Davis Bacon Act, as well as cases involving employee benefits (ERISA), federal contract compliance (OFCCP), workplace safety (OSHA and MSHA), and whistleblower retaliation.

Patrick is a past Chair of the New York City Bar Association Public Service Committee, and is a member of Pennsylvania Bar Association, Labor and Employment Law Section.

Credentials

Education

- Boston University School of Law, J.D., 2009
- Drexel University, B.S., *magna cum laude*, 2004

Bar Admissions

- New York

- Pennsylvania

Court Admissions

- U.S. District Court for the Eastern District of Pennsylvania
 - U.S. District Court for the Western District of Pennsylvania
 - U.S. District Court for the Middle District of Pennsylvania
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Affiliations

Professional Activities

- Pennsylvania Bar Association, Labor and Employment Law Section

INSIGHTS

Insights

Feb 27, 2026

Labor Department Sets New Federal Contractor Minimum Wage for Narrow Group: Key Takeaways for Employers

Insights

Feb 26, 2026

Court Says Licensed Practical Nurses and Home Health Aides Are Employees, Not Independent Contractors: Your 5-Step Compliance Plan

Event

Aug 19, 2025

Financial Services Focus: Hot Topics in Wage & Hour Law for California Employers

DOL Provides Long-Awaited Damages Relief to Employers in Wage and Hour Investigations: 3 Top Takeaways

Philadelphia Partner Discusses Whether Independent Contractors Might Have Expanded Access to Retirement Benefits

Knowledge Is POWER: Here's How Philadelphia Businesses Can Comply With The City's New Employment Protections