

## **Patrick M. Dalin**

### ***Partner***

Philadelphia

t: 610.230.6112

f: 610.230.2151

Email



### ***Service Focus***

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

### ***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**

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

### **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

## ***Affiliations***

### **Professional Activities**

- Pennsylvania Bar Association, Labor and Employment Law Section

## ***Insights***

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## Wage and Hour Wednesdays: A Deep Dive on the DOL's New Independent Contractor Rule

Patrick M. Dalin, Nicole Espin

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NEWS

02/15/24

### Philadelphia Partner Discusses DOL's New Classification Rule

Patrick M. Dalin

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INSIGHTS

12/28/23

### 4 Answers for Federal Construction Contractors Facing New Collective Bargaining Rules

Sheila M. Abron, Cheryl L. Behymer, Steven M. Bernstein, Patrick M. Dalin

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NEWS

12/14/23

### Fisher Phillips Elects 28 New Partners

Nazanin Afshar, Alba V. Aviles, Gregory Blueford, Raeann Burgo, Lyle M. Chan, Megan F. Clark, Jerry Paul Cline, Patrick M. Dalin, Meghan Delaney, Benjamin Dudek, Jason A. Fischbein, Christopher A. Gelpi, Lauren G. Goetzl, Greg Grisham, Brandon Kahoush, Aymara Ledezma, Kristina Leonhardt, Jeffrey H. McClelland, Phillips L. McWilliams, Joel Moon, Justin Reiter, Lauren Roseman, David C. Roth, Caroline S. Scala, Marie Tedesco Scott, Phillip Simpler, Sarah Wieselthier, Connie Yang, John M. Polson

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EVENT

11/07/23

### Prevailing Wage and Apprenticeship: New Requirements on Federal Construction Projects

Patrick M. Dalin

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INSIGHTS

09/01/23

### Workplace Law Update: 10 Essential Items on Your September To-Do List

Alba V. Aviles, Brian Balonick, Steven M. Bernstein, Raeann Burgo, Kathleen McLeod Caminiti, Michael D. Carrouth, Charles S. Caulkins, Jessica D. Causgrove, Steven R. Cupp, Patrick M. Dalin, J. Micah Dickie, Joseph W. Gagnon, Lonnie D. Giamela, Marty Heller, Brett Holubeck, Wendy Hughes, Corina Johnson, Jennifer S. Kiesewetter, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Eleanor F. Miller, Andreas Mosby, George A. Reeves III, Deniz Uzel Reilly, J. Hagood Tighe, Travis Vance, Melanie L. Webber, Sheila M. Abron

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NEWS

08/31/23

## **Philadelphia Attorney Discusses Proposal That Would Extend Overtime Protections to Millions**

Patrick M. Dalin

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INSIGHTS

08/30/23

## **Labor Department's Proposed Overtime Rule Could Raise Salary Floor to \$55k: Here Are 8 Ways Employers Can Prepare Now**

Kathleen McLeod Caminiti, Patrick M. Dalin, Marty Heller, J. Hagood Tighe

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INSIGHTS

08/14/23

## **4 Key Points for Construction Contractors as DOL Hikes Wages and Enhances Enforcement**

Collin D. Cook, Patrick M. Dalin

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INSIGHTS

07/10/23

## **FP Snapshot on Manufacturing Industry: Prepare for Pregnancy Accommodation Requests**

George D. Adams, Patrick M. Dalin

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