

PATRICK L. LAIL

Partner

Atlanta

404.582.8428

404.240.4249



Service Focus

- Class and Collective Actions
- Counseling and Advice
- Employee Benefits and Tax
- Employment Discrimination and Harassment
- Litigation and Trials
- Workplace Investigations

Industry Focus

- Healthcare
- Manufacturing
- Public Sector

OVERVIEW

A partner in Fisher Phillips' Atlanta office, Patrick Lail approaches his role like a business leader who happens to be a lawyer – bringing strategic perspective, practical problem-solving, and a deep understanding of how legal decisions impact operations. He advises and defends employers in labor, employment, and benefits matters, helping them navigate complex legal requirements while keeping business objectives front and center.

With more than three decades of experience, Patrick represents both public and private sector clients in disputes involving discrimination, harassment, retaliation, restrictive covenants, wage and hour compliance, employee benefits, and class and collective actions. He has achieved favorable outcomes in ERISA litigation and regularly counsels employers on disability, leave, and benefits issues under the ADA, FMLA, and related laws.

Patrick is particularly well-known for his work with healthcare organizations – including providers, payers, and medical suppliers – where his Master of Health Administration (MHA) and MBA ideally position him to address industry-specific challenges. He has guided healthcare clients through everything from policy overhauls and wage/hour system refinements to sensitive personnel decisions and high-stakes litigation.

His experience spans diverse industries. He has successfully defended transportation companies in restrictive covenant cases, advised educational institutions in preventive labor relations campaigns, and helped organizations manage reorganizations and reductions in force. In the public sector, he has successfully asserted qualified immunity defenses and navigated constitutional claims as well as defended employment claims in job settings involving a variety of police, fire, and Charter officer positions.

Credentials

Education

- Georgia State University, M.H.A./M.B.A., 2012
- Georgia State University College of Law, J.D., 1993
- Davidson College, B.A., 1988

Bar Admissions

- Georgia

Court Admissions

- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Northern District of Georgia
- U.S. District Court for the Middle District of Georgia

- U.S. District Court for the Southern District of Georgia
 - U.S. District Court for the Northern District of Florida
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Recognitions

- *Georgia Super Lawyers*
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Affiliations

Professional Activities

- State Bar of Georgia
- American College of Healthcare Executives (ACHE)
- Georgia Association of Healthcare Executives (GAHE)

Community Activities

- Clairmont Presbyterian Church, Elder
- GSU College of Law, Graduate Leadership Council