McElroy Deutsch

James E. Patterson



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Curriculum Vitae

JAMES E. PATTERSON practices labor and employment law on behalf of management. He is Co-Chair of the Firm's Labor and Employment Law Practice Group. He has extensive experience in the litigation and trial of employment cases, including discrimination, harassment, restrictive covenant, wage-hour and employment contract matters.

He also has substantial experience representing employers in labor arbitrations, collective bargaining and administrative proceedings before the National Labor Relations Board, the Equal Employment Opportunity Commission, and federal and state labor departments. Mr. Patterson devotes a significant part of his practice to counseling employers on compliance with labor and employment law and regulations. He is the former Chief Labor and Litigation Counsel for Nabisco, Inc.

Mr. Patterson has first-chair experience trying more than 100 lawsuits/arbitrations to conclusion. He recently successfully defended multi-million dollar labor arbitrations on behalf of major public and private sector employers.

Mr. Patterson has also successfully defended numerous class and individual plaintiff actions alleging barriers to public accommodations in violation of the Americans with Disabilities Act.

Awards

- Listed in Best Lawyers® (2019-2027), a Woodward/White, Inc. business and partners with U.S. News & World Report, in the areas of Litigation - Labor and Employment, Labor Law - Management, and Employment Law - Management. He was also recognized as the 2024 "Lawyer of the Year" for Employment Law - Management in the Newark area. A description of the standard or methodology on which the accolade is based can be found HERE (No aspect of the advertisement has been approved by the Supreme Court).
- Listed in Super Lawyers® (2015-2020), a Thomson Reuters business, in the areas Employment & Labor. A description of the standard or methodology on which the accolade is based can be found HERE (No aspect of the advertisement has been approved by the Supreme Court).

Industries

Corporate
Education
Financial Institutions

Practices

Class Actions
Labor & Employment
Litigation

Education

Dartmouth College (B.A. magna cum laude 1979)
Cornell University School of Law (J.D. 1982)

Admissions

State of New Jersey
State of New York
U.S. District Court, District of New Jersey
U.S. District Court, EDNY
U.S. District Court, SDNY
U.S. District Court, NDNY