



Patricia T. Bartis

Partner, Raleigh Office Development Partner

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t 919.890.4161



For more than 20 years, Patti Bartis has defended employers facing discrimination claims. She has handled cases arising under Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, Sarbanes-Oxley, and state wage and hour laws. Patti has defended cases in both state and federal court in at least 14 states. She has extensive experience representing employers in the health care and life sciences industries.

In addition to representing employers in court and before enforcement agencies, she advises on all aspects of employment law compliance, including the interpretation and application of the ADA, FMLA, FLSA, and state wage and hour laws.

Patti also has extensive experience drafting, negotiating and litigating noncompetition agreements.

Before entering law school, she completed the Financial Management Program at General Electric and worked in GE's aircraft engine operations in Lynn, Massachusetts, and Paris, France.

REPRESENTATIVE EXPERIENCE

- Obtained favorable determination from Department of Labor in Sarbanes-Oxley whistleblower action based on alleged accounting improprieties.
- Successfully defended numerous trade secret misappropriation lawsuits by securing denials of motions for temporary restraining orders (TROs) and preliminary injunctions.
- Regularly counsels employers on how to reduce risk when conducting reductions in force.
- Conducts EEOC-compliant anti-harassment and supervisory training.

CLIENT ALERTS

- "N.C. Business Court Dismisses Most Claims in Employee Misconduct Lawsuit," October 2018



RALEIGH OFFICE



PRACTICE AREAS

Employment & Labor
Litigation
Public Transit



EDUCATION

University of North Carolina
at Chapel Hill
JD, with honors, 1994
Bucknell University
BA, *summa cum laude*,
1987



ADMISSIONS

North Carolina, 1994



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PUBLICATIONS

- "Independent Contractor or Employee?", Labor & Employment, vol. 21 no.1, October 2002

SPEAKING ENGAGEMENTS

- "Getting What You Want; A Review of Negotiation Skills," May 31st, 2016
- "Top Employment Law Risks," Association for Home & Hospice Care of North Carolina, April 2013
- "Employment Law Legislative Update," Raleigh-Wake Human Resource Management Association, March 2013
- "Social Media in the Workplace," Raleigh-Wake Human Resource Management Association, November 2011
- "Social Media in the Workplace," Triangle Society for Human Resource Management, May 2011
- "E-merging Legal Issues in Today's Electronic Workplace," Hill, Chesson & Woody Employee Benefit Services, May 2009
- "Negligent Hiring and Retention and Handling Unemployment Claims," The Association for Home and Hospice Care of North Carolina, May 2007
- "Workplace Violence in North Carolina," Panelist, Raleigh-Wake Human Resources Management Association, May 2005
- "Electronic Discovery – The Impact, Expense and Risk of Electronic Discovery in Litigation," Hill, Chesson & Woody Employee Benefit Services, May 2005

HONORS

- *The Best Lawyers in America* in Employment Law: Management, 2018-2020; Labor and Employment Litigation, 2020



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- *Business North Carolina* magazine's "Legal Elite" in Employment Law, 2016, 2019
- *Benchmark Litigation*, Labor & Employment Star in the South, 2019-2020
- *North Carolina Super Lawyers*, 2012-2014
- Martindale-Hubbell AV® Preeminent™ in Employment & Labor; Litigation; Public Transit
- Order of the Coif
- Phi Beta Kappa

MEMBERSHIPS

- Alexander YMCA, Board of Advisors
- Marbles Kids Museum, Board of Directors (Chair, 2013-2014; Vice Chair, 2012-2013; Personnel Committee Chair, 2011-2012)
- Contemporary Art Foundation, Board of Directors, 2010-2012
- Society for Human Resource Management, Member
- Wake County Young Lawyers Division, Executive Counsel, 1997-1998