



Office Managing Principal, Cincinnati

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## Practices

- National Compliance and Multi-State Solutions
- Affirmative Action, OFCCP and Government Contract Compliance
- Class Actions and Complex Litigation
- COVID-19
- Disability Access Litigation and Compliance
- Pregnant Workers Fairness Act and PUMP for Nursing Mothers Act
- Disability, Leave and Health Management
- Distribution and Warehousing
- Financial Services
- Government Contractors
- Healthcare
- Higher Education
- Labor Relations
- Life Sciences
- Employment Litigation
- Manufacturing
- Pay Equity
- Retail
- EngageMD®
- Wage and Hour
- Workplace Training
- Religious Accommodations
- Corporate Diversity Counseling
- Environmental, Social and Governance (ESG)
- Corporate Governance and Internal Investigations

## Education

- University of Cincinnati College of Law, J.D. 1998

Patricia Anderson Pryor is the office managing principal of the Cincinnati and Dayton, Ohio offices, as well as the Louisville, Kentucky, office of Jackson Lewis P.C. Patty remains purposefully poised on the precipice of the changing legal landscape, advising clients on everything from vaccine mandates to the Dobbs response, to ESG and the attacks on DEI, to the impact of *Loper Bright*. The combination of Patty's ability and tenacity to understand and apply workplace law to nuanced legal questions and specific situations results in clients perpetually asking this initial question, "What does Patty think?"

Patty is the National Head of the firm's Emerging and Cross-Disciplinary Issues. She has over 25 years of experience representing and defending employers in nearly every form of employment litigation, including class actions. She represents and advises employers in federal and state administrative proceedings, in all forms of dispute resolution, including mediation and arbitration, and in managing all aspects of the employment relationship. She has represented employers before the EEOC, the DOL, the DOJ, OSHA, the OFCCP, and the NLRB, in addition to various state agencies.

Focusing on the best possible outcome for the client Patty takes a 360-degree view, working with employers to avoid litigation by developing effective policies and practices, including harassment policies, FMLA practices, attendance programs, affirmative action programs and wellness plans. She conducts proactive wage and hour audits, harassment investigations and compensation/pay equity reviews.

Patty is a core team member of the firm's Disability, Leave & Health Management practice group and a leader of the Religious Accommodation Team. She provides practical advice to help companies respond to remote work challenges, paid and unpaid leave situations and the most challenging accommodation requests, all of which have been exacerbated by the pandemic, hybrid work and changes in the law.

Patty's experience and capacity to steer an audience to the core of the legal issue and its possible ramifications—in a manner that is at once direct and approachable—makes her a sought-after speaker at legal seminars and to employers and professional groups. She provides training to managers and human resource professionals on a wide variety of employment and legal issues, including wage and hour issues, harassment, the Americans with Disabilities Act, the Family and Medical Leave Act, pay equity and affirmative action obligations. She has been featured on the radio program "Employment Straight Talk" and has published a number of employment law articles.

While attending law school, Patty was a member of the editorial board of the *University of Cincinnati Law Review*.

## Honors and Recognitions

- *Chambers USA*, "Labor & Employment" (2024)

- Ohio University, B.A. 1994

## Admitted to Practice

- U.S. Supreme Court 2005
- 10th Circuit Court of Appeals 2023
- 7th Circuit Court of Appeals 2022
- 6th Circuit Court of Appeals 1999
- Indiana - S.D. Ind. 2015
- Kentucky - E.D. Ky. 2012
- Kentucky - W.D. Ky. 2013
- Michigan - E.D. Mich. 2022
- Michigan - W.D. Mich. 2022
- Missouri - E.D. Mo. 2022
- Ohio - N.D. Ohio 2009
- Ohio - S.D. Ohio 1999
- Tennessee - E.D. Tenn. 2022
- Texas - S.D. Tex. 2013
- Wisconsin - E.D. Wis. 2002
- Kentucky 2011
- Ohio 1998

- *The Best Lawyers in America*®, "Employment Law – Management" (2018–present) and "Litigation – Labor and Employment" (2020–present)
- *Super Lawyers*®, "Rising Stars" (2011–2013) and "Super Lawyers" (2015–present)
- *Legal 500 USA*, "Recommended Attorney" (2022, 2024)

## Pro Bono and Community Involvement

- Boys & Girls Clubs of Clermont County, Past Vice President and Board Member
- Clermont County Public Library, Past Member of Board of Trustees

## Published Works

- *The Family and Medical Leave Act, 2nd ed.* (Bureau of National Affairs, Inc. 2017) [Contributing Author]
- "How to Survive the Whistleblower Epidemic," *Employment Law Strategist* (December 2012) [Author]
- "Mandatory Flu Shots?" *Employment Law Strategist* (July 2012) [Author]
- "Managing Employee Leave under the ADA and FMLA," *Employment Law Strategist* (March 2012) [Author]
- "Resolving FLSA Claims Without Overpaying the Plaintiff's Attorney," *Employment Law Strategist* (June 2011) [Author]
- "Tracking Hours in a Virtual World," *Employment Law Strategist* (December 2010) [Author]
- "Conducting an Effective and Preventative Compensation Review," *Accounting & Financial Planning for Law Firms* (August 2010) [Author]
- "Conducting an Effective and Preventative Compensation Review," *Employment Law Strategist* (July 2010) [Author]
- "Putting Out the Fire Created by Ricci," *Employment Law Strategist* (September 2009) [Author]
- "The Computer Fraud And Abuse Act and Former Employees," *Employment Law Strategist* (July 2009) [Author]
- "Training Required to Ensure Equal Access for Disabled Individuals," *Shopping Center Legal Update* (Fall-Winter 2008) [Author]
- "No Genes in the Workplace: Issues Raised by the Genetic Information Nondiscrimination Act," *Employment Law Strategist* (November 2008) [Author]
- "Perceived Mental Impairment in the Workplace," *Employment Law Strategist* (October 2008) [Author]
- "The Disabling Effects of the ADA," *Law360* (October 23, 2008) [Author]
- "Paying Now to Avoid Paying Later: Conducting a Compensation Analysis that Complies with OFCCP's Requirements," *Employment Law Strategist* (June 2008) [Author]
- "Wellness Programs: Complying with the ADA and HIPAA," *Employment Law Strategist* (August 2007) [Author]
- Employment Discrimination Law. ABA. 2002 Cumulative Supplement [Chapter Contributor]