

## Patrick D. Schach

Shareholder

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## Practice Areas

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Handbooks and Policies  
Higher Education  
Healthcare  
Retail

## Overview

Patrick Schach advises and defends employers across a wide range of workplace law, including discrimination, harassment, wages and noncompete issues. Using efficient and creative solutions, he provides legal strategy in line with his clients' business goals, while informing them of the benefits and risks of legal responses to their specific labor and employment challenges. Patrick has experience litigating cases at all stages – from obtaining early judicial dismissal to jury trials.

Representing management in various business settings, such as manufacturing, construction, insurance, retail, higher education, staffing, and healthcare, he has achieved favorable results for his clients. They include:

- Won motion to dismiss on behalf of hospital sued by physician who lost his surgical privileges at the healthcare facility
- Secured favorable ruling for pipe component manufacturer in failure-to-promote and unlawful termination case
- Advised large construction company on prevailing wage compliance for a government project
- Developed strategy on behalf of several public universities to pursue judicial recognition of the nuances associated with tenure decision and interplay with discrimination laws
- Won dismissal for large grocery store in discrimination claim while also obtaining breach of contract relief for client

Patrick has volunteered at the men's homeless shelter of Firehouse Ministries in Birmingham, Alabama. Previously, he was an elementary school volunteer teacher with Junior Achievement for almost a decade.

Prior to joining Littler, Patrick worked for large full-service law firms in Lexington, Kentucky, and Birmingham. He also served as a federal judicial law clerk, an experience that gave him important insights into how judges view particular issues litigants brought to them.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Birmingham Bar Association
- Volunteer, Junior Achievement
- Volunteer, Firehouse Shelter

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025

## Education

J.D., University of Kentucky College of Law, 2011, *magna cum laude*

B.S., Auburn University, 2004, *cum laude*

## Bar Admissions

Alabama

Kentucky

## Courts

U.S. District Court, Northern District of Alabama

U.S. District Court, Middle District of Alabama

U.S. District Court, Southern District of Alabama

U.S. District Court, Eastern District of Kentucky

U.S. District Court, Western District of Kentucky

U.S. Court of Appeals, 6th Circuit

## Publications & Press

### **Alabama Tax Law Changes Clarify Overlap with FLSA and Explain Reporting on Form W-2**

*Littler ASAP*

November 25, 2024

### **Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year**

*Press Release*

January 2, 2024

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**Coloring Outside the Lines: Garcetti v. Ceballos in the Federal Appellate Courts**

*Education Law Reporter, 262 Ed. L. Rep. 357 (with Scott Bauries)*

2011

**Events & Speaking Engagements**

**2022 Employment Law Update**

Birmingham, AL

November 1, 2022