



ELARBEE THOMPSON

Labor, Employment and Complex Litigation Specialists



Patrick L. Lail

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Patrick's strong business acumen enables him to serve his clients from a broad perspective and positions him well to find practical solutions to technical problems. His ability to understand the business implications of legal matters, combined with his expertise in the areas of labor, employment, and benefits, brings great value to his clients and the firm. Patrick's experience in and knowledge of the healthcare market ensures the firm can provide our healthcare clients, including providers, payers and medical suppliers, with guidance that reflects a deep understanding of the nuances of the industry.

EDUCATION

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

PRACTICE AREAS

Benefits Litigation
Class & Collective Action
Employment Law
Labor Relations
Unfair Competition
Wage and Hour

ASSOCIATIONS

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

AWARDS

Georgia Super Lawyers

ADMITTED TO PRACTICE

Georgia

CIVIC & COMMUNITY SERVICE

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

REPRESENTATIVE MATTERS

Patrick helped guide a transportation client through a restrictive covenant/unfair competition case. Working closely with the client, he first obtained a critical grasp of the freight brokerage industry. He then, along with his colleagues, developed a factual record that allowed the client to withstand a preliminary injunction hearing that sought to shut the business down.

He worked with a family of companies in a reorganization of business functions and employees among three corporate entities. In addition to navigating the legal requirements for a reduction in force and other legal matters, he was substantially involved in crafting internal communications for various employee groups and external communications for the community.

Patrick has helped multiple healthcare clients with major procedural initiatives, such as revamping one client's leave policies to gain more control over intermittent absences and partnering with IT resources of another client to refine pay codes to accurately track on-call time, call back time, work at different rates and other healthcare-specific wage and hour situations.

Patrick has defended multiple discrimination claims, providing clear explanations of certain healthcare-only job functions and job-requirements and working with other clients to explain the business reasons behind personnel decisions. His litigation in benefits matters as included favorable settlements and summary judgment wins in ERISA cases under life, health, and disability plans

Patrick enjoys working with public sector and private clients on complex disability, leave, and benefits matters under the ADA, FMLA, and ERISA/state law. These situations often call for collaboration among multiple client resources and carefully crafted internal and external communications.