

Patricia J. Hill

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Patricia J. Hill is a Partner in the Litigation Practice of Smith Gambrell & Russell, LLP and head of the Firm's Labor and Employment Law Practice Group.

Ms. Hill has significant expertise and experience in employment law, encompassing discrimination litigation, affirmative action plans, employment contracts, employee handbooks and policies, terminations, separations, hiring practices, wage and hour issues, unemployment compensation and other aspects of the employer/employee relationship governed by state and federal laws. She regularly counsels clients on compliance issues and dispute avoidance. When litigation becomes necessary, Ms. Hill regularly represents employers in employment litigation matters pending in state and federal courts. She negotiates labor contracts, trains employers in union avoidance and handles unfair labor practice charges and union campaigns. Ms. Hill's employment law practice also includes extensive experience in litigation matters concerning non-compete and non-solicitation agreements and other state law claims.

Her published decisions include *Bridges v. Empire Scaffold, L.L.C.*, 875 F. 3d 222 (5th Cir. 2017); *Conforti v. Sunbelt Rentals, Inc.*, 201 F. Supp. 3d 278 (E.D.N.Y. 2016); *Sunbelt Rentals, Inc. v. Santiago Victor*, 43 F. Supp. 3d 1026 (N.D. Cal. 2014); *Hardwick v. Sunbelt Rentals, Inc.*, 719 F. Supp. 2d 994 (C.D. Illinois 2010); *Smith v. AirTran Airways, Inc.*, 744 F. Supp. 2d 1274 (M.D. Fla. 2010); *Smith v. Sunbelt Rentals, Inc.*, 356 Fed Appx. 272 (11th Cir. 2009); *Ernst v. Sunbelt Rentals*, 108 Fed. Appx. 911 (5th Cir. 2004); *Garcia v. Sunbelt Rentals, Inc.*, 310 F. 3rd 403 (5th Cir. 2002); *Johnson v. Stone Container*, 88 F. Supp. 2d 1295 (ND Ala 2000); *Savino v. C.P. Hall Co.*, 199 F. 3d 925 (7th Cir. 1999); *Bryson v. Chicago State*, 96 F. 3d 912 (7th Cir. 1999); and *Bryson v. Chicago State*, 96 F. 3d 912 (7th Cir. 1996).

Ms. Hill is board certified in labor and employment in Florida. She is AV Rated by Martindale-Hubbell and was selected for inclusion in *Florida Super Lawyers* from 2008- 2010 and *Best Lawyers in America* for Employment Law; Labor Law – Management from 2011 - 2017 and 2019. Ms. Hill is involved in civic organizations throughout Jacksonville including Leadership Jacksonville, The First Coast Manufacturers Association and the Hubbard House. In 2018, Ms. Hill was ranked in the



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Areas of Practice

Employment and Labor Practice
Litigation/Trial Practice
Worker Safety and OSHA
Appellate Practice

Bar Admissions

Florida
Georgia
Illinois

Chambers USA as a Recognized Practitioner in Labor & Employment. Ms. Hill is admitted to the U.S. Supreme Court; U.S. Court of Appeals, Fifth Circuit; Sixth Circuit Court of Appeals; U.S. Court of Appeals, Seventh Circuit; U.S. Court of Appeals, Eleventh Circuit; The U.S. Court of Appeals, Fourth Circuit; U.S. District Court Northern District of Florida; U.S. District Court Middle District of Florida; U.S. District Court Southern District of Florida; U.S. District Court Northern District of Georgia; U.S. District Court Middle District of Georgia; U.S. District Court Northern District of Illinois; U.S. District Court for the Central District of Illinois; U.S. District Court Southern District of Illinois; U.S. District Court Southern District of Indiana; U.S. District Court Northern District of Texas; U.S. District Court Southern District of Texas; and U.S. District Court Western District of Texas. She is a member of the Illinois, Florida, and Georgia Bar Associations.