



Patricia J. Hill

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Areas of Practice

Labor and Employment Practice | Trade Secrets | Worker Safety and OSHA | Health Care | Litigation / Trial Practice | Manufacturing

Ms. Hill has significant expertise and experience in employment law, encompassing discrimination litigation, employment contracts, affirmative action plans, 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* for 2008- 2010 and *Best Lawyers in America* for Employment Law; Labor Law — Management from 2011 – 2017 and 2019 – 2022.

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Ms. Hill is involved in civic organizations throughout Jacksonville including Leadership Jacksonville, The First Coast Manufacturers Association and the Hubbard House. Ms. Hill is also ranked in the *Chambers USA* 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 of Nebraska; U.S. District Court Northern District of Texas; U.S. District Court Southern District of Texas; U.S. District Court Western District of Texas; and U.S. District Court Eastern District of Wisconsin. She is a member of the Illinois, Florida, and Georgia Bar Associations.

Experience

- *Huffman v. Sunbelt Rentals, Inc.*, 2020 Ohio 5070 (Ohio Ct. App. 2020)
- *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. 1996)
- *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)

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- *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. 1996)

Admissions

Florida

Georgia

Illinois

U.S. Supreme Court

U.S. Court of Appeals, Fourth Circuit

U.S. Court of Appeals, Fifth Circuit

U.S. Court of Appeals, Sixth Circuit

U.S. Court of Appeals, Seventh Circuit

U.S. Court of Appeals, Eleventh 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 Central District of Illinois

U.S. District Court Southern District of Illinois

U.S. District Court Southern District of Indiana

U.S. District Court of Nebraska

U.S. District Court Northern District of Texas

U.S. District Court Southern District of Texas

U.S. District Court Western District of Texas

U.S. District Court for the Eastern District of Wisconsin

Memberships

Leadership Jacksonville

The First Coast Manufacturers Association

Hubbard House