



Patrick M. Watts

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Super Lawyers

Patrick Watts joined the firm in 2007 after working for a well-known law firm that focused its practice in cases involving the Family and Medical Leave Act, disability discrimination, and civil rights law.

Patrick counsels a wide variety of clients, including publicly traded, private sector and public sector employers, concerning employment and discrimination matters, Family and Medical Leave Act compliance, overtime and minimum wage claims, and all other employment-related matters.

Patrick advises and defends employers before the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, and other state civil rights agencies. He litigates employment and discrimination matters, overtime and minimum wage claims, Family and Medical Leave Act claims, and all other employment-related torts in state and federal court. Over his career, Patrick has litigated numerous high profile Family and Medical Leave Act and Fair Labor Standards Act cases.

Patrick is an Ohio State Bar Association Certified Specialist in Labor and Employment Law and has been named to the *Super Lawyers* list since 2020.

In addition to litigation and counseling, Patrick provides in-house training for clients and has lectured extensively on a variety of topics including the Family and Medical Leave Act and the Americans with Disabilities Act.

Patrick graduated from the College of Wooster and earned his law degree from The Ohio State University Moritz College of Law.



“A pessimist sees the difficulty in every opportunity; an optimist sees the opportunity in every difficulty.”

– Winston Churchill

Education

The Ohio State University Moritz College of Law
J.D., 2002

College of Wooster – B.A., Political Science, 1999

Admissions

State: Ohio

Federal: U.S. Circuit Court of Appeals, Sixth Circuit

Federal: U.S. District Court, Northern District of Ohio

Federal: U.S. District Court, Southern District of Ohio

Reported Cases

Baumgartner v. AIM Leasing, 11th Dist. Trumbull No. 2012-T-0070, 2013-Ohio-833

Paul v. Kaiser Found. Health Plan of Ohio,
No. 1:20 CV 1594, 2011 U.S. Dist. LEXIS 118454
(N.D. Ohio Oct. 13, 2011)

Goodyear Tire & Rubber Co. v. Nat'l Union Ins. Co.,
No. 5:08 CV 1789, 2011 U.S. Dist. LEXIS 121866
(N.D. Ohio Sep. 19, 2011)

Hagan v. Solideal Tire, Inc., No. 1:20 CV 241, 2011
U.S. Dist. LEXIS 87171 (N.D. Ohio, August 8, 2011)

Culora v. Metro Hosp., N.D. Ohio No. 1:09 CV 402,
2010 U.S. Dist. LEXIS 80370 (August 10, 2010)

Beery v. Associated Hygienic Prods.,
243 Fed. Appx. 129 (6th Cir. 2007)

Brooks v. Lowe's Home Ctrs., 2006 U.S. Dist. LEXIS
177003 (S.D. Ohio Mar. 27, 2006)

Bradley v. Mary Rutan Hosp. Assoc.,
322 F. Supp. 2d 926 (S.D. Ohio 2004)

Schmauch v. Honda of America Manuf., Inc.,
295 F. Supp. 2d 823, 830 (S.D. Ohio 2003)

Memberships

American Bar Association,
Labor & Employment Law Section

Ohio State Bar Association,
Labor & Employment Law Section

Cleveland Metropolitan Bar Association

Commendations

OSBA Certified Specialist in Labor and Employment Law

Super Lawyers (2020 – 2022)

Super Lawyers “Rising Star” (2009-2013, 2017)