

## Patrick G. DeBlasio III

Shareholder

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## Focus Areas

Discrimination and Harassment  
Wage and Hour  
Litigation and Trials  
Unfair Competition and Trade Secrets  
Hiring, Performance Management and Termination

## Overview

Patrick G. DeBlasio represents employers in all aspects of employment litigation, including claims arising under:

- Title VII
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- Other employment laws

He also has significant experience defending employers in single plaintiff and collective actions under the Fair Labor Standards Act; conducting wage and hour audits; handling restrictive covenants; and representing employers in proceedings before the Department of Labor and similar agencies, in state and federal court, and in arbitration.

His clients span the following industries:

- Retail
- Hospitality
- Waste management
- Corrections
- Banking

Additionally, Patrick provides general advice and counseling on employment matters and regularly speaks before industry groups and associations on employment-related topics.

Prior to joining Littler Mendelson, Patrick was a partner and litigation manager in another Miami law firm.

## Professional and Community Affiliations

- Member, North Carolina State Bar
- Member, Labor and Employment Law Section, Florida Bar
- Member, State Bar of California
- Member, Board of Directors, Flagler College Alumni
- Member, Hospitality Human Resources Association of Broward County (HHRABC)
- Volunteer, Special Olympics
- Member, Executive Development Committee, Miami-Dade County Special Olympics

## Recognition

- Named, Lawyer of the Year, Litigation - Labor and Employment, Miami, *The Best Lawyers in America*®, 2022
- Named, The Best Lawyers in America®, 2007-2025
- Ranked, Labor & Employment, *Chambers USA*, 2016-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Florida, *Business Today*, 2023
- Awarded, Client Choice Award, *International Law Office and Lexology*, 2013
- Omicron Delta Kappa, Honor Society

## Education

J.D., University of Miami, 1988, *cum laude*

B.A., Flagler College, 1984

## Bar Admissions

Florida

California

North Carolina

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 11th Circuit

## **Publications & Press**

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

### **Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

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

*Littler Press Release*

August 19, 2021

### **Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

### **Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

### **Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

### **Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

### **Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler Names New Local Office Leaders in Miami, Lexington and Rochester**

*Littler Press Release*

April 14, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Littler's Patrick DeBlasio Awarded 2013 Client Choice Award by the International Law Office and Lexology**

*Littler Press Release*

March 7, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Littler Press Release*

September 12, 2011

**Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011**

*Littler Press Release*

August 9, 2010

**61 Littler Attorneys Named to The Best Lawyers in America® 2010**

*Littler Press Release*

August 14, 2009

**51 Littler Attorneys Named to The Best Lawyers in America**

*Littler Press Release*

October 31, 2008

**Littler Mendelson Builds South Florida Presence with Three New Attorneys**

*Littler Press Release*

March 12, 2008

## **Speaking Engagements**

**2017 Florida Employer Conference**

Miami, FL

October 17, 2017

**Department of Labor's Final Overtime Regulation Panel**

Greater Miami and The Beaches Hotel Association, Coconut Grove, FL

August 11, 2016

**Avoiding the Red Flags: Independent Contractors, Joint Employers and Other Significant Developments in Employment Law**

Miami, FL

April 13, 2016

**The Latest DOL Guidance on Independent Contractor vs. Employee; and Defending Federal and State Claims Involving the Improper Labeling of Exempt/Non-Exempt Employees By Key Industry**

ACI's 26th National Forum on Wage & Hour Claims and Class Actions, Miami, FL

January 28-29, 2016