

Andrew M. Kaplan

RETIRED

Cincinnati

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Practice Areas

Employer Internal Investigations
Employment Counseling
Employment Litigation
Labor and Employment
Labor Relations
Litigation and Appeals
Workplace Safety and Workers'
Compensation

Education

Georgetown University Law
Center, J.D., 1983, *magna cum
laude*
Georgetown Law Journal, Editor,
1983

Amherst College, B.A., 1979, Phi
Beta Kappa

Bar & Court Admissions

Ohio

U.S. Court of Appeals for the Sixth

Andy is a retired partner in the Vorys Cincinnati office and a member of the labor and employment group. He represents employers in state and federal court employment litigation and in agency proceedings. He also counsels employers on issues pertaining to the ADA, the FMLA, employment discrimination, reductions-in-force, terminations, severance agreements and other aspects of the employer-employee relationship.

Andy also represents self-insured and state-funded employers in workers' compensation matters before the Industrial Commission of Ohio and the trial and appellate courts of Ohio. His work in the area of workers' compensation also includes defense of safety violation claims and intentional tort claims.

Career highlights include:

- 35 years of litigation experience in state and federal court and before administrative agencies
- 32 years of experience representing employers before the Industrial Commission of Ohio and in the courts on a broad range of workers' compensation issues

Andy is a member of the Ohio State Bar Association and the Cincinnati Bar Association.

Andy has given presentations on multiple employment-related topics and on workers' compensation issues including claims management and defense, violations of specific safety requirements, and intentional torts. He has also spoken to numerous audiences on the employment implications of medical marijuana.

Andy received his J.D. *magna cum laude* from Georgetown University Law Center, where he was an editor of the *Georgetown Law Journal*. He received his B.A. from Amherst College, where he was a member of Phi Beta Kappa.

Circuit

U.S. District Court for the
Southern District of Ohio

*Admitted to practice law only in
the states listed above.*

Industries

Manufacturing

Events

4.18.2019

2019 Cincinnati Labor and Employment Law Update

3.20.2019

Cincinnati Bar Association Brown Bag Seminar

11.29.2018

Workers' Compensation Update

9.7.2018

Workers' Compensation Annual Client Briefing

8.27.2018

2018 International Association of Official Human Rights Agencies
Annual Conference

4.26.2018

2018 Cincinnati Labor and Employment Update

4.27.2017

Cincinnati Labor and Employment Law Update

9.9.2016

Workers' Compensation Annual Client Briefing

4.21.2016

HR Academy: Cincinnati Labor & Employment Law Update

11.24.2015

Home Builders Association of Greater Cincinnati Legal Update

4.29.2015

2015 Labor & Employment Update

4.24.2014

2014 Cincinnati Labor and Employment Law Update

4.25.2013

2013 Cincinnati Labor and Employment Law Update

4.12.2012

2012 Cincinnati Labor and Employment Law Update

6.28.2011

CityScape Cincinnati: A View Towards Development & Growth
Opportunities

4.13.2011

Employee Documentation, Discipline and Discharge

4.7.2011

2011 Cincinnati Labor and Employment Law Update

2.26.2009

2009 Cincinnati Labor and Employment Law Update