



Andrew C. Smith

PARTNER

Columbus

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Practice Areas

Appellate Practice

Class Actions

Corporate Diversity, Equity and
Inclusion Programs

Employee Benefits and Executive
Compensation

Employer Internal Investigations

Employment Counseling

Employment Litigation

Labor and Employment

Labor Relations

Litigation

Education

University of Pittsburgh School of
Law, J.D., 1984

College of Wooster, B.A., *summa
cum laude*, Phi Beta Kappa

Bar & Court Admissions

Ohio

U.S. Court of Appeals for the

Andy is a partner in the Vorys Columbus office and a member of the labor and employment group, which he chaired for eleven years. His practice focuses on all aspects of labor and employment law, including employment litigation, wrongful discharge, and wage and hour class actions. Andy has represented employers in federal and state court proceedings across the country; in administrative matters before a variety of federal and state administrative agencies; and in traditional labor relations issues. His clients include national retailers, home builders, financial institutions and international container manufacturers.

Career highlights include:

- Successfully defending an international distributor and manufacturer of clothing in a pregnancy and national origin discrimination claim in a federal district court trial in New York, New York
- Successfully defending a national retailer in a disability discrimination trial in Wilmington, Delaware
- Successfully defending a national industrial container manufacturer in a sex and race discrimination trial in Mobile, Alabama
- Representing retailers, manufacturers, national home builders and restaurants to successful resolution of class and collective action wage and hour claims under Federal and state law
- Successfully negotiating collective bargaining agreements for a variety of businesses, including a national galvanizing manufacturer, a national retailer, and an international industrial container corporation
- Assisting a national manufacturing client in its pay equity and diversity and inclusion initiatives

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

Eleventh Circuit

U.S. Court of Appeals for the Fifth Circuit

U.S. Court of Appeals for the Sixth Circuit

U.S. Court of Appeals for the Ninth Circuit

U.S. Court of Appeals for the Third Circuit

U.S. District Court for the District of Colorado

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

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

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

Admitted to practice law only in the states listed above.

Industries

Colleges and Universities

Construction

Financial Institutions

Manufacturing

Restaurants, Food and Beverage

Retail and Consumer Products

Andy frequently lectures on all aspects of employment law, including sexual harassment, wage and hour laws, wrongful termination, conducting successful employment investigations and updates on national labor relations issues.

Andy received his J.D. from the University of Pittsburgh School of Law and his B.A. *summa cum laude* from the College of Wooster where he was a Phi Beta Kappa.

Events

Event, 9.13.2023

AF&PA Fall 2023 General Counsels Coordinating Committee Meeting

Event, 10.17.2019

Knueve and Smith Speak at the 2019 RILA Retail Law Conference