



Contact

Andrew A. Smith

Associate

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As a Labor & Employment associate, Andrew Smith represents employers in a variety of class and individual litigation throughout the country. Much of his work consists of defending professional sports leagues in cases involving former players or league employees. He also represents numerous entertainment industry clients in litigation and arbitration with former employees. Andrew is currently on client secondment.

Andrew regularly advises employers on compliance with wage-and-hour laws and legislative developments in the area. He has conducted a variety of audits examining pay practices and compensation policies under federal law and the laws of multiple states, often New York and California.

Andrew also counsels clients on a variety of other employment law issues. He has worked closely with clients to adapt existing policies to changes in state law. He has guided employers through workplace investigations, employee separations, and pre-litigation disputes. And he frequently assists employers in securing complex agreements with employees.

Practices

Labor & Employment, Employment Counseling & Training, Discrimination, Harassment & Title VII, California Employment Law, Class Actions, Wage and Hour,

Education

University of Notre Dame Law School, J.D., 2010

magna cum laude

Northwestern University, B.A., 2007

Admissions & Qualifications

New York

California

Colorado

Court Admissions

U.S. District Court, California, Eastern District

U.S. District Court, California, Northern District

U.S. District Court, California, Central District

U.S. District Court, California, Southern District

U.S. District Court, Colorado