



Andrew C. Smith

Partner | Columbus Office

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Mr. Smith is a partner in the Vorys Columbus office and chair of the labor and employment law group. His practice focuses on all aspects of labor and employment law, including employment litigation, wrongful discharge, and wage and hour class actions. Mr. Smith 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.

Practice Areas

Labor and Employment
Litigation

Industries

Building, Construction, and
Design Services
Colleges and Universities
Financial Institutions
Manufacturing
Restaurants, Food, and Beverage
Retail

Education

University of Pittsburgh School of
Law, J.D., 1984
College of Wooster, B.A., 1980,
Phi Beta Kappa

Career highlights include:

- Successfully defending an automobile parts manufacturer in the first sexual harassment case to be tried to a jury in a federal court action following the U.S. Supreme Court's landmark decisions in *Ellerth v. Burlington Industries* and *Farragher v. City of Boca Raton*
- Successfully defending a national industrial container manufacturer in a sex and race discrimination trial in Mobile, Alabama
- Successfully defending a national retailer in a disability discrimination trial in Wilmington, Delaware
- Helping to negotiate a collective bargaining agreement for a national galvanizing manufacturer after lengthy collective bargaining discussions
- Representing retailers, manufacturers and national home builders to successful resolution of class action wage and hour claims under Federal and state law.

Mr. Smith is a member of the American Bar Association, the Ohio State Bar Association, and the Columbus Bar Association.

Mr. Smith frequently lectures on all aspects of employment law, including sexual harassment, wage and hour laws, wrongful

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termination, conducting successful employment investigations, and updates on national labor relations issues.

Mr. Smith received his J.D. from the University of Pittsburgh School of Law and his B.A. from the College of Wooster where he was Phi Beta Kappa.

Publications

Labor Alert: A Victory for Employers - Supreme Court Reverses Certification of Nationwide Gender Discrimination Class Action

Professional and Community Activities

Athletic Club of Columbus, Athletic Commission and House Committee, Board of Trustees

Action for Children, former Board Member

Prevent Blindness, Ohio, former Board Member

Eagles Soccer Club, former Board Member

Honors and Awards

The Best Lawyers in America, Labor Law - Management, 2012

The Best Lawyers in America, Employment Law - Management, 2012

The Best Lawyers in America, Labor and Employment Law, 2008-2011

Ohio Super Lawyers, Employment and Labor, 2009, 2012

Columbus CEO, Top Lawyers in Columbus, 2010-2012

Bar and Court Admissions

Ohio

U.S. Court of Appeals for the Eleventh Circuit

U.S. Court of Appeals for the Fifth Circuit

U.S. Court of Appeals for the Sixth Circuit

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

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