



Hahn Loeser & Parks LLP

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PRIMARY PRACTICES

Labor & Employment

EEOC & State Administrative Compliance

Employment Contracts & Employment Policies

Employment Litigation

Non-Competition & Trade Secret Litigation

OSHA

Andrew J. Wolf focuses his practice on all aspects of labor and employment law. He defends employers in employment-based litigation, including allegations of harassment, discrimination and wrongful termination under state law, employment discrimination under state and federal law, allegations of violations of the Family and Medical Leave Act, allegations of minimum wage and overtime violations under the Fair Labor Standards Act. Andrew also represents parties in litigation regarding non-competition agreements and trade secret violations under state and federal law.

Administratively, Andrew has experience assisting employers with matters before the Department of Labor, National Labor Relations Board, Department of Education, Equal Employment Opportunity Commission, Ohio Civil Rights Commission, Ohio Bureau of Workers' Compensation, Ohio Industrial Commission, Ohio State Employment Relations Board and other state employment agencies.

Andrew also is an experienced workers' compensation attorney who advises clients on claim management, defends clients in hearings before the Ohio Industrial Commission and litigates court appeals of workers' compensation matters.

Andrew also advises clients on employment-related matters, drafts employment agreements and policies and conducts training on employment matters.

REPRESENTATIVE EXPERIENCE

- Representing multiple restaurants in class and collective actions alleging improper use of the tip credit based on the 80-20 rule and other issues related to job duties. Several of these cases included hundreds of class or collective members and millions of dollars in alleged damages.
- Representing a faith-based organization against allegations of improper discipline, including defending a trial and successful appeal of same.
- Representing a healthcare organization against alleged violations of the American Disabilities Act, including obtaining summary judgment in favor of the employer and successfully defending an appeal of the same.
- Representing a non-profit organization against allegations of sex discrimination and violations of public policy made by an executive.
- Representing a hospital system against allegations of wrongful termination and breach of contract by a physician.
- Representing a manufacturing facility in a collective action alleging improper overtime pay based on break schedules. Plaintiffs purported to represent hundreds of current and former allegations.
- Representing manufacturing and educational sector employers in pursuing former employees for violations of non-competition agreements and violations of trade secret law when such employees pursued positions with competing employers.
- Representing trucking companies in multiple workers' compensation claims, including claims for loss of use related to an

employee death.

- Representing manufacturing company in collective action alleging failure to pay overtime, allegedly due for time spent donning and doffing protective clothing prior to and following employee's shifts.

BAR ADMISSIONS

- Supreme Court of Ohio, 2013
- U.S. District Courts for the Northern District of Ohio, 2014; Southern District of Ohio, 2016; Eastern District of Michigan, 2023
- U.S. Court of Appeals for the Sixth Circuit, 2015
- U.S. Court of Appeals for the Fourth Circuit, 2022

EDUCATION

- William and Mary Law School, J.D., *cum laude*, 2013
- *William & Mary Bill of Rights Journal*, Executive Editor, 2011-13; Legal Skills Scholar Award, 2013; Book Award, Topics in Disability Law, 2012
- Case Western Reserve University, B.A., *summa cum laude*, History and Political Science, with honors, Minor in Spanish, 2010
- Phi Beta Kappa, 2010; John Schoff Millis Award for the Highest G.P.A. in the College of Arts & Sciences, 2010

AWARDS & HONORS

- Ones to Watch, Best Lawyers®, Labor and Employment Law – Management, 2021-24; Litigation – Labor and Employment, 2021-24; Workers' Compensation Law – Employers; 2023-24
- Rising Star, Ohio Super Lawyers®, 2022-25

PUBLICATIONS & SPEAKING ENGAGEMENTS

- New York Labor Law Creates Joint Liability for Construction Contractors
- Managing Employee Complaints & Avoiding Retaliation as a Compliance Officer
- Avoiding Retaliation and Managing Employee Complaints (Whistleblower Security)
- NLRB Restricts Employees Confidentiality and Non-Disparagement Provisions
- NLRB Provides Guidance on Non-Disparagement and Confidentiality Provisions in Severance Agreements in Light of McLaren Macomb Decision
- FTC Vote Delayed, But More Turbulence for Non-Compete Provisions Forecasted
- Investigating Harassment Complaints (Compliance & Ethics Institute)
- The Federal Trade Commission Issues Rule Banning Most Non-Competes
- Lateral Transfers and Reassignments Resulting in "Some Harm" May Now Give Rise To Actionable Discrimination Under Title VII
- FTC Ban on Worker Non-Compete Agreements Enjoined by U.S. District Court Judge
- Harassment and Retaliation Issues in the Workplace
- Texas Judge Overturns FTC Ban on Non-Competes



- Texas Court Invalidates Rule Increasing White Collar Minimum Salaries

MEMBERSHIPS & AFFILIATIONS

- Ohio State Bar Association, Member

COMMUNITY INVOLVEMENT

- Wooster Speech and Debate Team, Volunteer Coach