GRAYROBINSON



William H. Andrews

Of Counsel

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Focus

- Administrative and Regulatory
- Construction
- Labor and Employment
- Litigation
- Restaurant
- Senior Housing
- Trade Secret, Noncompete and Unfair Competition
- Cannabis Industry
- Healthcare
- OSHA
- Insurance Defense
- Government

Bill grew up in Jacksonville, Florida, and is a third-generation Floridian. He received his undergraduate and law degrees from the University of Florida.

Throughout his legal career, he has limited his practice to representing employers in labor and employment law matters. This representation includes representing private and public sector employers in all areas of labor and employment law, including responding to EEOC and related employment claims, conducting wage and hour audits, defending collective actions filed under the Fair Labor Standards Act, defending union-organizing drives, preparing personnel policies and employee handbooks, and advising clients in compliance with Title III (public accommodation) of the Americans with Disabilities Act. Bill is a frequent speaker on labor and employment law topics at public and private sector seminars and trade association meetings throughout the United States.

He has received an "AV" rating from *Martindale-Hubbell* and is also included in the editions of *Best Lawyers in America* from 1989 to the present, *Florida Trend* Legal Elite in the Labor and Employment Law category, *Chambers USA's Leading Business Lawyers,* Florida *Super Lawyers* in the Labor and Employment Law category, and also listed in *Super Lawyers Corporate Counsel Edition*. Additionally, Bill was chosen as one of the 100 leading lawyers in the state of Florida, regardless of classification, in the inaugural edition of Florida *Super Lawyers,* and in 2010, he was named the *Best Lawyers'* Jacksonville Labor and Employment Lawyer of the Year.

Recognition

- *American Lawyer* and *Corporate Counsel*
  - Top Rated Lawyer in Healthcare, 2013

- *Best Lawyers in America*, 1989-2027
  - Labor and Employment, Lawyer of the Year, 2010
  - Employment Law - Management
  - Labor Law - Management
  - Litigation - Labor and Employment
- *Chambers USA*
  - Labor and Employment, 2009-2015
- Florida Bar President's Pro Bono Service Award, Recipient
- The Florida Bar's 2018 Justice Harry Lee Anstead Award, Nominee
- *Jacksonville Magazine,* "250 Best Lawyers of 2010"
- *Martindale-Hubbell,* AV® Preeminent Rated
- Florida *Super Lawyers*, Inaugural Edition
  - Top 100 Lawyers in the State of Florida (regardless of specialty)
- Florida *Super Lawyers*
  - Employment and Labor, 2006-2026
- *Florida Trend*, Legal Elite
  - Labor and Employment Law, 2010-2015

Insights

- Labor and Employment Insight: EEOC Releases Updated Poster; Law Requires Covered Employers to Display at Their Worksite, October 20, 2022
- "Union Avoidance," Associated Builders and Contractors Gulf Coast Chapter Union, September 14, 2022
- "Surging Popularity of E-Cigarettes Poses Issues for Employers," SHRM, August 29, 2022
- Labor and Employment E-lert: OSHA Sets New Vaccination Rules for employers woth 100 or More Employees, November 5, 2021
- Labor and Employment E-lert: Florida Businesses Must Report Independent Contractor Payments, October 11, 2021
- GrayRobinson's 23rd Annual Employment Law Seminar, April 1, 2021
- Labor and Employment E-lert: The DOL Proposes New Regulations On Independent Contractor Status, October 6, 2020
- Labor and Employment E-lert -- EEOC Updates COVID-19 Technical Assistance Publication, September 10, 2020
- Labor and Employment E-lert -- Many Employers Fail to Report COVID-19 Cases on Their OSHA 300 Logs of Work-Related Injuries and Illnesses, July 31, 2020
- Labor and Employment E-lert -- NLRB Paves the Way for Employee Terminations Based on Profane Outbursts, July 23, 2020
- "Reopening the Workplace: Are You and Your Employees Prepared?," COVID-19 Conversations Webinar Series, June 8, 2020
- "It's Time to Reopen – What do I Need to Know About Benefits Now?" Florida Restaurant and Lodging Association webinar, May 6, 2020
- The Florida Bar's 20th Labor and Employment Law Update and Certification Review, Orlando, Florida, February 6-7, 2020

- Labor and Employment E-Lert -- EEOC Releases FY 2018 Workplace Discrimination Charges, April 16, 2019
- Labor and Employment E-Lert -- Proposed Change to White-Collar Exemption Threshold, March 11, 2019
- Labor and Employment E-Lert -- Florida's Minimum Wage Set to Increase January 2019, October 19, 2018
- Labor and Employment E-Lert -- DOJ Announces Sexual Harassment Workplace Initiative, March 13, 2018
- Labor and Employment E-Lert -- Eleventh Circuit Denies Rehearing on Prior Ruling that Sexual Orientation Is Not A Protected Characteristic for Purposes of Title VII, July 10, 2017
- "Appropriate Workplace Behavior for Tax Collectors," Department of Revenue Continuing Education Workshop for Tax Collectors Seminar, Tampa, Florida, June 7, 2017
- "Ten Commandments to Avoiding a Wrongful Discharge Lawsuit," Department of Revenue Continuing Education Workshop for Property Appraisers, Tampa, Florida, May 24, 2017
- "Ten Commandments for Avoiding an Unlawful Discharge Lawsuit," St. Johns County Non-Profit Organization, April 19, 2017
- Labor and Employment E-Lert -- Eleventh Circuit Rules that Sexual Orientation is Not a Protected Characteristic for Purposes of Title VII, March 16, 2017
- Labor and Employment E-Lert -- Courts Trending Towards Considering "Sexual Orientation" as a Protected Characteristic, November 8, 2016
- Labor and Employment E-Lert -- House Votes to Delay Implementation of DOL Salary Requirements, September 30, 2016
- Labor and Employment E-Lert -- OSHA Finalizes Workplace Injury Reporting Rule, May 17, 2016
- "Labor and Employment Update," Continuing Education Workshop for Tax Collectors, Jacksonville, Florida, May 2, 2016
- Labor and Employment E-Lert -- Court Says Human Resources Director Can Be Liable Under the Family and Medical Leave Act, March 22, 2016
- Labor and Employment E-Lert -- EEOC Announces Proposal to Seek Equal Pay Information from Employers, February 2, 2016
- "ADA Updates and Labor Law Changes," Florida Restaurant and Lodging Association, First Coast Chapter Luncheon, Fernandina Beach, Florida, July 21, 2015
- Labor and Employment E-Lert -- U.S. Department of Labor Says Most Independent Contractors are Employees and Should be Covered by The Fair Labor Standards Act, July 15, 2015
- "National Labor Relations Board 'Quickie Election' Rules," Space Coast Business Dinner, Associated Builders and Contractors, Inc., Melbourne, Florida, June 16, 2015
- Labor and Employment E-Lert -- OSHA Issues Restroom Guidelines For Transgender Employees, June 4, 2015
- "National Labor Relations Board 'Quickie Election' Rules," Associated Builders and Contractors, Inc., Orlando, Florida, May 14, 2015
- "Drafting Must-Have Policies for Today's Handbooks," Labor and Employment CLE Seminar, National Business Institute, Jacksonville, Florida, May 11, 2015
- "Labor and Employment Law Update," Continuing Education Workshop for Property Appraisers, Department of Revenue, Daytona Beach, Florida, May 4-6, 2015

- "Executive and Agency Regulations that will Affect Your Business this Year," First Coast Manufacturers Association Workforce Workshop, Jacksonville, Florida, February 25, 2015
- Labor and Employment E-Lert -- Employee Obtains Damages Against Hospital for Failure to Extend Leave After FMLA Entitlement Expired, February 24, 2015
- Labor and Employment E-lert -- Breaking News: The NLRB is at it Again December 12, 2014
- Labor and Employment E-lert -- EEOC Sues Private Employers Claiming Bias Against Transgender Workers, September 29, 2014
- "Recent Developments on Hiring Criteria and Work Rules," First Coast Manufacturers Association Workforce Workshop, Jacksonville, Florida, September 24, 2014
- Labor and Employment E-lert -- President Signs Executive Order Banning Sexual Orientation and Gender Identity Discrimination by Federal Contractors, July 22, 2014
- "Are you covered," Affordable Care Act Workshop, Restaurant and Lodging Association, Jacksonville, Florida, June 12, 2014
- "A Primer on the Americans with Disabilities Act and Family and Medical Leave Act and How They Interplay," First Coast Manufacturers Association Workforce FMLA-ADA Workshop, March 27, 2014
- "Highlights of the Migrant and Seasonal Agricultural Worker Protection Act," The Florida Bar Agricultural Update Seminar, Gainesville, Florida
- "Liberty Interests and Freedom of Speech," Florida Association of Property Appraisers, Inc. Seminar, Key West, Florida
- "Sexual Harassment - The Rules Have Changed: Update on Requirements," Department of Revenue Continuing Education Workshop for Tax Collectors Seminar, Orlando, Florida
- "Making Unions Unnecessary," Florida Association of Property Appraisers, Destin, Florida
- "Wage and Hour Speech," Florida Association of Court Clerks, Amelia Island, Florida
- "Non-Compete Clauses and Wrongful Termination," Florida Association for Retarded Citizens, Orlando, Florida
- "Florida Compensation Law Compliance," Lorman Education Services, Jacksonville, Florida
- "Mediation of Special Masters B Alternative Resolutions to Public Employment Disputes," XXVI Annual Public Employment Labor Relations Forum, Tampa, Florida
- "Recent Developments in Employment and Public Sector Law: Things You Need to Know," Florida Department of Revenue Continuing Education Workshop for Property Appraisers, Orlando, Florida
- "New United States Supreme Court Decision Expanding Employee Rights in the Workplace and Compliance With Minimum Wage and Overtime Provisions of the Fair Labor Standards Act," Department of Revenue Continuing Education Workshop for Tax Collectors Seminar, Orlando, Florida
- "Hire Right . . . Recruiting and Screening Methods," NAG Seminar, San Antonio, Texas
- "Wage and Hour Issues Including Overtime, Hours Worked and Exempt Staff Issues" and "Ten Commandments of a Happy Office Including Interviewing and Hiring," Lorman Education Services, Jacksonville, Florida
- "Avoiding or Eliminating Employees' Due Process Claims, Monitoring All Usage of Office Computers and Effective Handling of Unemployment Compensation Claims," Department of Revenue Continuing Education Workshop for Property Appraisers, Orlando, Florida

- "Property and Liberty Interests: Avoiding or Eliminating Employees Due Process Claims, Monitoring All Usage of Office Computers and Effective Handling of Unemployment Compensation Claims," Department of Revenue Continuing Education Workshop for Tax Collectors Seminar, Orlando, Florida
- "Alternative Pay Plans to Comply with Fair Labor Standards Act," National Convenience Store Advisory Group Conference, Myrtle Beach, South Carolina
- "Employment Law Update: Strategies for Challenging Times," Florida Department of Revenue Continuing Education Workshop for Property Appraisers, Daytona Beach, Florida
- "Issues Unique to the Public Sector Under the Minimum Wage and Overtime Provisions of the Fair Labor Standards Act," Florida Personnel Associations Conference, Marco Island Marriott Beach Resort, July 2010
- "Recent Developments in Wage and Hour Law," 13th Annual Public Employment Relations Forum, 1987
- "Many Florida Public Sector Employers Ignore FLSA Compliance," *The Florida Bar Journal*

Affiliations

- The Florida Bar
  - Labor and Employment Law Section
    - Certification Committee, 2011-2012
  - County and Local Government Section
  - Wage and Hour Liaison Committee, Past Chair
  - Labor and Employment Law Certification Grade Review Committee, Panel Member
  - Labor and Employment Law Certification Examination Review Committee, Panel Member
- 4th Judicial Circuit Grievance Committee, Past Chair
- Academy of Florida Management Attorneys
- Florida School Board Attorneys Association
- Jacksonville Regional Chamber of Commerce
  - Board of Governors, Former Member
  - Air Service Development Task Force, Former Member
  - Business Recruitment Standing Committee, Former Member
- Rotary Club of West Jacksonville
  - Past President
- Cummer Museum of Art and Gardens
  - Ponce Society Member
- ARC of Jacksonville
  - Board of Directors, Former Member
- Jacksonville Civic Council
  - Pension Sub-Committee Task Force, Member
  - Pro-Bono Legal Team, Member
- WJCT Public Television, Community Advisory Board

Credentials

- J.D., University of Florida College of Law, 1972

- B.S., University of Florida

Admissions

- Florida
- U.S. District Court for the Southern, Middle, and Northern Districts of Florida
- U.S. Court of Appeals for the 4th, 5th, 8th, 10th, 11th and D.C. Circuits
- U.S. Supreme Court