FORDHARRISON

NICHOLAS S. ANDREWS

Partner / Tampa
nandrews@fordharrison.com / P: 813-261-7888



Nick Andrews defends companies and management in litigation matters related to labor and employment law.

Nick advises clients facing complex employment law disputes, including allegations of harassment, employment discrimination, and wage and hour violations. Nick is one of the firm's most experienced litigators in class actions, representing companies in a wide range of matters involving the WARN Act, the Fair Credit Reporting Act, ADA wellness programs, COBRA notice deficiencies, and the Fair Labor Standards Act (FLSA). Nick's practice also includes expertise in trade secret, non-compete and restrictive covenant disputes, having handled related litigation before both federal and state courts across the country.

Armed with a bachelor's degree in Microbiology and Cell Science from the University of Florida as well as countless clinical hours in the healthcare setting, Nick has a unique understanding of the healthcare landscape from both a clinical and operational standpoint. His experience and knowledge allow him to represent healthcare clients--from hospital systems to rehabilitation centers--effectively and efficiently.

Nick also represents clients in a variety of other sectors, including insurance agencies, big box retail stores, hotel chains, restaurant franchisees, and Fortune 500 companies.

Prior to joining FordHarrison, Nick served as an associate in the labor and employment law practice of a large multinational general services law firm. An excellent writer, he earned "Nation's Best Brief" and "Nation's Best Advocate" honors in the 2013 and 2012 Honorable Conrad B. Duberstein Bankruptcy Moot Court Competitions while in law school and was also awarded the 2013 Order of the Barristers Award for Outstanding Appellate Advocacy.

Representative Experience

- Served as co-counsel on various restrictive covenant disputes for insurance agency resulting in successive multi-million dollar settlements for client.
- Served as second chair for large hospital group in dispute

EDUCATION

- University of Florida College of Law (J.D., *cum laude*, 2013)
- University of Florida (B.S., 2009)

BAR ADMISSIONS

- Florida

involving physician's permitted COVID-19 treatments.

- Served as first chair in a number of matters for restaurant franchisees involving claims of assault, battery, and sexual assault with favorable outcomes.
- Served as first chair for healthcare client involving claims of identity theft and fraud.
- Served as first chair on several matters involving purported violations of the WARN Act.
- Served as second chair on matter involving healthcare client's purported COBRA notice deficiencies, arguing the "church plan" exemption under ERISA regulations, effectively preventing class certification.
- Served as first chair in more than a dozen cases brought under the ADA's public accommodation and accessibility requirements.
- Served as second chair in representation of hospital group in race and gender discrimination trial. Obtained trial victory on behalf of client.
- Served as second chair in representation of a national financial regulatory agency in major sex/age discrimination/retaliation trial. Obtained trial victory on behalf of client.
- Served as co-counsel where summary judgment was obtained in favor of large national retailer in Florida Private Whistleblower action.
- Served as co-counsel where summary judgment was obtained in FLSA collective action for worldwide security service provider.
- Served as co-counsel on behalf of large hotelier where summary judgment was obtained for ADA discrimination claim.
- Defeated class certification of FLSA collective action for large construction contractor.
- Served as co-counsel where summary judgment was obtained in multi-million-dollar defamation claim on behalf of large online and television retailer.
- Served as lead counsel in obtaining dismissal of condominium association in sexual harassment/retaliation action.

Honors & Awards

- *The Best Lawyers in America* - Employment Law -

Management, and Litigation - Labor and Employment (2025-2027)

- *The Best Lawyers in America: Ones to Watch* - Labor and Employment Law - Management and Litigation - Labor and Employment (2021-2024)
- "Florida Rising Stars," *Super Lawyers* magazine (2019-2024)

Memberships

- Member, Hillsborough County Bar Association
- Member, Hillsborough County Hotel and Motel Association
- Member, Suncoast HR, Pinellas County chapter of Society for Human Resource Management

News & Insights

- August 17, 2023 - Nineteen Florida-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Eight Listed in Ones To Watch
- June 26, 2023 - Sixteen Florida-Based FordHarrison Attorneys Listed as 2023 Super Lawyers and Rising Stars
- March 24, 2022 - FordHarrison Promotes Three Attorneys to Partner

Events

- May 19, 2022 - "Code Blue: Emerging Employment Issues in Healthcare," Hillsborough County Bar Association

Offices

- *Tampa:*
  401 East Jackson Street, Suite 2500
  Tampa, Florida 33602