

## NICHOLAS S. ANDREWS

Partner / Tampa

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### **Nick Andrews concentrates his practice on the representation of management in matters related to labor and employment law.**

Nick is adept at advising clients facing complex employment law issues, including disputes related to allegations of harassment, employment discrimination, and wage and hour violations. He has appeared on behalf of employers before state and federal courts as well as administrative agencies like the Equal Employment Opportunity Commission and the National Labor Relations Board. Nick represents employers in a broad range of industries, with a specific focus on clients operating in healthcare, hospitality, and retail/restaurant services.

Prior to joining FordHarrison, Nick served as an associate in the labor and employment law practice of a large multinational general services law firm. While in law school, 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 and was also awarded the 2013 Order of the Barristers Award for Outstanding Appellate Advocacy.

### **Representative Experience**

- » 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 Fair Labor Standards Act collective action for worldwide security service provider.
- » Served as co-counsel on behalf of large hotelier where

### **EDUCATION**

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

### **BAR ADMISSIONS**

- » Florida

summary judgment was obtained for ADA discrimination claim.

- » Defeated class certification of Fair Labor Standards Act 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)
- » *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:*  
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