

Andrew J. "Andy" Clark

Associate

PRACTICE EMPHASIS:

Labor and Employment Litigation and Counseling

EDUCATION:

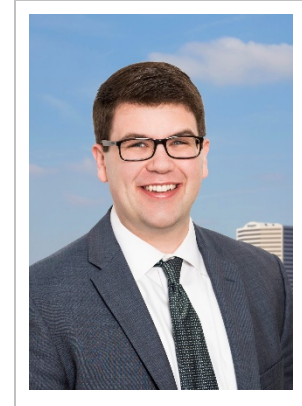
J.D., *with honors*, The University of Texas School of Law, 2016
Texas Review of Law and Politics, Managing Editor
Townes-Rice Scholar
B.A., *with distinction*, University of Michigan, 2013

ADMITTED:

State Bar of Texas

COURT ADMISSIONS:

U.S. District Court, Southern District of Texas



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Profile:

Andy Clark's practice focuses on advocating for clients in a variety of employment-related disputes including discrimination, harassment, and retaliation claims, wage and hour disputes, non-compete and restrictive covenant litigation, and government agency investigations. He regularly counsels clients on employment-related matters impacting their business objectives, including negotiating employment and executive agreements, conducting reductions in force, responding to accommodation requests, investigating employee complaints, drafting employment policies, and otherwise complying with federal and state employment laws.

Prior to joining the firm, Andy was an associate in the labor and employment practice group of an international law firm based in Houston.

Representative Experience:

- Represented clients in employment disputes before administrative agencies and state and federal courts
- Counseled private businesses and local fire departments regarding legal compliance with applicable law and workplace issues, policies, and practices
- Steered sexual harassment and other internal investigations to resolution
- Won temporary injunctive relief in non-competition and misappropriation actions in state court
- Drafted and submitted amicus briefs to Texas Court of Appeals and Texas Supreme Court regarding local paid sick leave ordinances
- Negotiated favorable settlements in various matters, including wage claims, breach of contract and other civil actions, and DOL investigations
- Successfully reduced \$240,000 in proposed penalties in DOJ collection action by approximately 80%
- Won Public Information Act relief from Texas Attorney General's office
- Advised clients on transactions by conducting due diligence and revising agreements from employment perspective

Affiliations:

State Bar of Texas
Houston Bar Association, Labor and Employment Law Section
Houston Young Lawyers Association

Andy Clark

Speeches and Publications:

- "San Antonio Revises Paid Leave Ordinance," AM Monthly Law Alert, October 2019
- "Dallas' Paid Sick Leave Ordinance Still in Effect," AM Monthly Law Alert, August 2019
- "Legal Low-THX Products and Employee Drug Tests," AM Monthly Law Alert, June 2019
- "Paid Sick Leave Update," AM Monthly Law Alert, May 2019
- "EEO-1 Filing Deadline Change," AM Monthly Law Alert, April 2019
- "Employment Short Takes," AM Monthly Law Alert, February 2019
- "5th Circ. Oks OSHA's Multi-Employer Worksite Citation Rule," AM Monthly Law Alert, November 2018
- "Temporary Injunction Extends the Battle over Austin's Paid Sick Leave Ordinance," Special Employment Law Alert, November 2018
- "An Effective Severance Agreement?" AM Monthly Law Alert, September 2018
- "Andrews Myers Files Amicus Brief on Behalf of Associated Builders and Contractors of Texas, Associated General Contractors-Texas Building Branch and Texas Construction Association in Texas' Third Court of Appeals on Austin's Paid Sick Leave Ordinance," AM Special Law Alert, September 5, 2018
- "Paid Sick Leave Ordinances," AM Monthly Law Alert, August 2018
- "Considering the 'Not So New' DTSA," AM Monthly Law Alert, July 2018
- "Supreme Court Upholds Workplace Arbitration Contracts Barring Class Actions," AM Monthly May 2018
- "Is Your Handshake Deal a Potential Anti-Trust Violation?" AM Monthly Law Alert, May 2018
- "Non-Competes Under Attack: Trends in Restrictive Covenant Enforcement and Related Drafting Considerations," (Co-Author), The University of Texas School of Law 24th Annual Labor and Employment Law Conference, June 2017