



ANDREW D. DRILLING

Senior Associate

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Andy represents private and public sector employers in all aspects of labor and employment law and provides strategic, solution-oriented advice to overcome the complex obstacles employers face daily. His experience includes advising clients on compliance with state, federal and local laws affecting the workplace, including the National Labor Relations Act, Title VII of the Civil Rights Act of 1964; the Age Discrimination in Employment Act; the Family and Medical Leave Act; the Americans with Disabilities Act; the Fair Labor Standards Act; the New York Paid Family Leave Law; the New York Paid Sick Leave Law, the New York Human Rights Law and the New York Public Employees' Fair Employment Act (Taylor Law). Andy also assists organizations with crafting and implementing employment-related policies and procedures (including handbooks) and regularly prepares and counsels employers concerning all forms of employment-related agreements (such as employment agreements, separation agreements, confidentiality agreements, restrictive covenants, etc.)

A significant portion of Andy's practice is also dedicated to working collaboratively with international and multi-state organizations to ensure compliance with the intricate web of intersecting federal and state employment laws applicable to such employers. To that end, Andy frequently advises and represents Canadian and European entities and organizations who are expanding or intend to expand their operations and workforces to the U.S.

When preventative measures are unsuccessful, Andy also represents employers in matters before administrative agencies (including the NYS Division of Human Rights, the NYS Workers' Compensation Board, and federal and state departments of labor) and federal and state courts. Andy's employment litigation practice involves representing employers in proceedings concerning discrimination and retaliation, leave and accommodation requirements, and employment contract disputes. He also has experience representing employers in connection with elections, hearings and other proceedings under the National Labor Relations Act and the Taylor Law, and in negotiating union contracts.

The Guaranty Building
140 Pearl Street
Suite 100
Buffalo, NY 14202

Practices & Industries

Canada-U.S. Cross-Border
Education
Employment Litigation
Labor & Employment
Municipal
Non-Compete, Non-Solicit & Trade Secrets
Wage & Hour

Bar Associations

Erie County Bar Association
Erie County Bar Association Young Lawyer Committee, Executive Council
New York State Bar Association
Ohio State Bar Association

Admissions

New York
United States District Court, Western District of New York
United States District Court, Eastern District of New York

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Andy is a contributing editor to *New York Employment Law*, a publication of the *New York Law Journal*, and regularly conducts management-training seminars and presentations.

Honors

- Listed, *Upstate New York Super Lawyers* Rising Stars (Employment & Labor) 2020 - 2023
- Outstanding Scholastic Achievement Award for Highest Ranking Graduate of Graduating Class
- Former Law Review Associate Editor

In the News

Thought Leaders - COVID Turned the Workplace Upside Down and That's Good
Buffalo Business First, October 15, 2021

Press Releases

Hodgson Russ LLP Adds Three New Attorneys
May 2, 2023

Fifty-Nine Hodgson Russ Attorneys Ranked in 2022 Edition of Upstate New York Super Lawyers
Hodgson Russ Press Release, August 23, 2022

Fifty-Four Hodgson Russ Attorneys Ranked in 2021 Edition of Upstate New York Super Lawyers
Hodgson Russ Press Release, August 20, 2021

Hodgson Russ Announces Three Newly Elected Partners, Three Attorneys Promoted to Senior Associate
Hodgson Russ Press Release, January 21, 2021

Sixty-Two Hodgson Russ Attorneys Named to 2020 Upstate New York Super Lawyers
Hodgson Russ Press Release, September 8, 2020

New Attorneys Join Hodgson Russ
Press Release, August 29, 2018

United States District Court,
Southern District of New York

United States District Court,
Northern District of Illinois

Education

Canisius College, B.S., magna cum laude

Ohio Northern University College of Law, J.D., magna cum laude

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Publications

U.S. Department of Education Announces Long-Awaited Final Title IX Regulations

Hodgson Russ Education Alert, April 25, 2024

FTC Adopts Rule Banning Most Non-Competes and the Legal Slugfest Begins

Hodgson Russ Non-Compete, Non-Solicit, and Trade Secrets Alert, April 24, 2024

New York State's "Freelance Isn't Free" Act – What Employers Need to Know

Hodgson Russ Labor & Employment Alert, April 18, 2024

Employees Enjoy a Private Right of Action Under Changes to New York City Earned Safe and Sick Time Act

Hodgson Russ Labor & Employment Alert, March 7, 2024

NY General Obligations Law Amended to Limit Further Pro-Employer Provisions in Settlement Agreements

Hodgson Russ Labor & Employment Alert, January 23, 2024

New Year - New Statute of Limitations for Complaints filed with the New York State Division of Human Rights

Hodgson Russ Labor & Employment Alert, December 29, 2023

New York State Increases Minimum Wage and Modifies Other Salary Requirements

Hodgson Russ Labor & Employment Alert, December 22, 2023 - CORRECTED*

Alternative Instruction for Suspended Students

Hodgson Russ Education Alert, October 20, 2023

Wage Theft In New York Is Now Criminal Larceny

Hodgson Russ Labor & Employment Alert, October 3, 2023

New York State Bans Employee Captive Audience Meetings

Hodgson Russ LLP Labor & Employment Alert, September 28, 2023

Presentations & Events

Municipal Law Seminar

M Hotel Buffalo, 2040 Walden Ave., Buffalo, NY 14225, April 30, 2024

39th Annual School Client Conference

M-Hotel Buffalo, 2040 Walden Ave, Buffalo, NY 14225, January 12, 2024

28th Annual Labor and Employment Conference

Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, November 8, 2023

37th Annual School Client Conference

Buffalo Niagara Marriott, 1340 Millersport Hwy, Amherst, NY 14221, May 6, 2022

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2021 Labor & Employment Webinar Series
November 19, 2021

The Upcoming 2021 Annual Budget Vote & School Board Election – What District Clerks Need to Know
February 24, 2021

School Client Conference Webinar Series 2021
January 15, 22, and 29

2020 Labor & Employment Webinar Series
November 19, 2020

New York State's Sick Leave Law: What Employers Need to Know Now
October 27, 2020

35th Annual School Client Conference
Millennium Hotel, 2040 Walden Avenue, Buffalo NY 14225, January 17, 2020

Professional Affiliations

- Bar Association of Erie County
- Bar Association of Erie County Young Lawyers Committee, Executive Council (2016-2023)
- Canadian Association of Counsel to Employers (CACE)

Community & Pro Bono

- Director, Canisius University Wehle School of Business Alumni Association (2023 – present)
- Former Volunteer: Say Yes Legal Clinic (2017-2019)
- Board Member: Town of Amherst, Emerging Business Leaders (2019-2023)
- VLP Attorney of the Morning Program Volunteer (2017-2020)