

ANDREW S. "ANDY" NAYLOR

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Employers seek advice from Andy Naylor when facing challenges related to all types of workplace law, including everything from day-to-day advice and counseling to litigation and trial. He has broad experience in all judicial forums defending matters such as:

- Discrimination claims
- Class action litigation
- Enforcing non-compete agreements
- Helping employers ensure compliance with the myriad of workplace laws and regulations.

A significant portion of Andy's practice involves FLSA and state wage and hour counseling and litigation, including collective and class actions. The former head of the firm's Labor and Employment Group, Andy guides employers through crises with a practical, business-minded approach. Andy is recognized in *The Best Lawyers in America* for Employment Law Defense and Litigation, and he has been named a Tennessee "Super Lawyer."

Education

- J.D., *cum laude*, Creighton University School of Law, 1993
- Assistant Editor - Creighton Law Review
- M.S.J., Northwestern University, 1989
- B.A., *magna cum laude*, Washington University in St. Louis, 1987

Bar Admissions

- Tennessee
- Nebraska
- Illinois
- Missouri

Court Admissions

- United States Supreme Court
- U.S. Court of Appeals for the Sixth, Seventh and Eighth Circuits

Professional

- Member, Tennessee, Nebraska, Illinois, Missouri, and American Bar Associations
- Fellow, Litigation Counsel of America
- Member, Wage and Hour Defense Institute
- Founding Member, Employment Discrimination Defense Institute
- Member, Defense Research Institute (DRI)
- Contributing Editor, The Fair Labor Standards Act, ABA Section of Labor and Employment Law
- Contributing Editor, Wage & Hour Laws, a State-by-State Survey, ABA Section of Labor and Employment Law
- Member, Professional Liability Underwriters Society
- Member, American Health Lawyers Association
- Member, American Society for Health Care Human Resources Administration

Prior Affiliations

- Judicial Law Clerk, Honorable Lyle E. Strom, U.S. District Court for the District of Nebraska, 1993-1995

Community

- Member, Advisory Board, Park Center
- Member, Board of Directors, Montessori Academy
- Past Member, Board of Directors, Character Counts! Nashville
- Past Member, Rotary Club of Brentwood, Paul Harris Fellow
- Past Member, Board of Directors, Arthritis Foundation
- Past Member, Board of Directors, Park Center

Up Close

Andy enjoys long distance running and has completed 9 marathons. If not for the pursuit of law, he would pursue a career as a musician.

Articles

- "Time-Off Plans!: An Alternative to Comp Time," Andy Naylor, Workforce
- BUSINESS XPANSION JOURNAL, "Reduce Wage And Hour Risk Exposure"

Bulletins

- Practical Options in Response to Nationwide Order Temporarily Blocking DOL Pay Rule
- The Employer, A Newsletter Prepared By Waller's Labor and Employment Group (Vol. 2, Issue 1)

Media Mentions

- Andy Naylor interviewed in NASHVILLE POST, "The Monitoring of Technology Emerges as a Workplace Issue"

Events

- "2012 Fair Labor Standards Act in Tennessee", Andy Naylor, Marti Downey, Stephanie Roth, and Brian Clifford, Presenters at Lorman Seminar-Nashville
- 2012 Labor and Employment Workshops - Nashville, "Employment Law Issues and Trends: Get it Right Before the Fight"