

Andrew J. Voss

Shareholder

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Practice Areas

Wage and Hour
Class Actions
Employment Practices Audits

Overview

Andrew J. Voss represents employers in collective, class, and hybrid actions brought under the federal Fair Labor Standards Act and state wage and hour laws. He has successfully defeated conditional certification in a number of threatened nationwide collective actions and has resolved many other cases involving the complicated legal issues that arise in wage and hour litigation. His practice also focuses on consulting with a wide range of employers on wage and hour compliance, ensuring best practices, and avoiding class litigation. In addition to his specific focus on wage and hour multi-party claims, Andrew's experience includes trial and appellate practice in both state and federal courts involving:

- Disputes alleging race, ethnicity, age, gender, disability, and sexual orientation discrimination and harassment
- Whistleblower and other retaliatory discharge claims
- Contract and implied contract claims

In addition to his substantial practice advising employers with respect to complex wage and hour challenges and compliance, Andrew counsels employers on a broad range of employment matters, such as:

- Leave management
- Affirmative action and diversity issues
- Reductions-in-force
- Policy formulation
- Disciplinary proceedings and investigations
- Hiring and terminations

Andrew's clients span multiple industry sectors across the country, including:

- Financial services
- Hospitality services
- Retail
- Insurance

- Waste hauling
- Private educational institutions
- Transportation

An active member of the firm's Class Action Practice Group, Andrew is also a core member of the firm's Wage and Hour Practice Group and a founding editor of the firm's wage and hour blog. In law school, he was associate editor of the *Minnesota Law Review*.

Professional and Community Affiliations

- Member, Minnesota State Bar Association

Education

J.D., University of Minnesota Law School, 1993, *cum laude*

B.A., University of Wisconsin - Madison, 1987, *With High Distinction*

Bar Admissions

Minnesota

Courts

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Minnesota

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

U.S. District Court, Eastern District of Michigan

U.S. District Court, Central District of Illinois

U.S. District Court, Eastern District of Arkansas

U.S. District Court, Western District of Arkansas

Publications

"The Administrative Exemption in the Financial Services Industry," September 13, 2010

"Department of Labor Reverses Course: Mortgage Loan Officers Do Not Meet the Administrative Exemption's Requirements," March 29, 2010

"Andrew Voss Discusses Faith-Based Accommodations," *Miami-Herald*, March 23, 2007

"Department of Labor Issues Opinion Letter Recognizing Mortgage Loan Officers as Exempt Administrative Employees," October 2, 2006

Events & Speaking Engagements

"Class Action Summit (Invitation Only)," *Rancho Palos Verdes, CA*, September 23, 2010

Blog Posts

"Insurance Company Special Investigators are Exempt Under Federal and State Laws, Ohio District Court Rules," *Wage & Hour Counsel*, January 12, 2012

"Seventh Circuit Affirms Compensability of Donning/Doffing Time Under State Law Notwithstanding an Applicable Exception Under the FLSA," *Wage & Hour Counsel*, August 4, 2010

"Tennessee Permits Wage Payment by Prepaid Debit Card," *Wage & Hour Counsel*, May 20, 2010

"Mortgage Lender's Reasonable Reliance on DOL Opinion Letter Constitutes Good Faith," *Wage & Hour Counsel*, October 13, 2009

"Mortgage Lender's Good Faith Reliance Upon DOL Opinion Letter Regarding the Exempt Status of Loan Officers Shields Against Overtime Liability," *Wage & Hour Counsel*, July 23, 2009