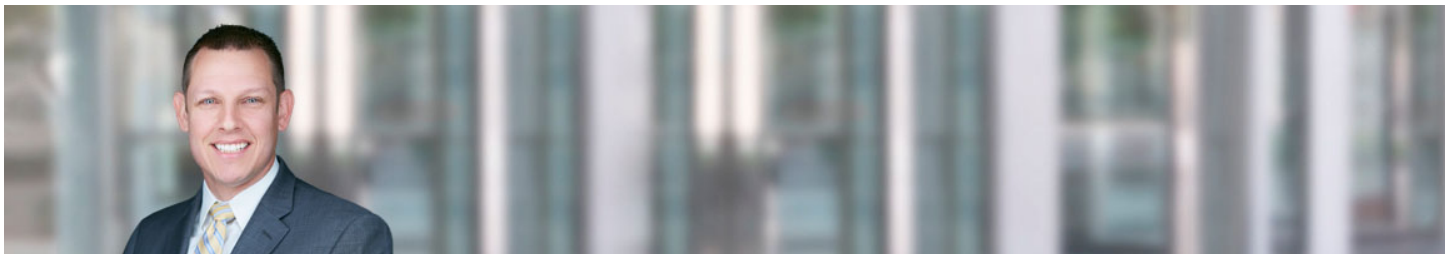


Andrew W. McLaughlin



Shareholder

Tampa Office

amclaughlin@stearnsweaver.com

Phone: 813-222-5043

PRACTICE AREAS

Employee Benefits

Labor & Employment

Tax, Trusts & Estates

Hospitality & Leisure

Healthcare

Government & Administrative

OVERVIEW

"Andrew is always very professional and understands the issues."

- *Chambers USA 2023*

Andrew W. McLaughlin assists clients in a variety of employee benefits matters including their 401(k) plans, ESOPs, health benefits, executive compensation, Code Section 409A, and other matters arising under ERISA, the Affordable Care Act, and similar laws. Andy has successfully assisted clients in resolving matters involving the Internal Revenue Service, Department of Labor and Pension Benefit Guaranty Corporation.

Andy also assists clients in labor and employment matters. He represents private, public and non-profit employers in labor, employment discrimination, restrictive covenant, minimum wage/overtime, employment contract, and employee benefits related litigation.

Andy has an LL.M. in Taxation and a Certificate in Employee Benefits. He provides clients with proactive advice regarding their HR practices including assisting in the administration of their employee benefits plans.

REPRESENTATIVE EXPERIENCE

Defends discrimination and wrongful discharge claims.

Defends class actions.

Represents employers before the EEOC and Department of Labor Wage & Hour and EBSA divisions.

Advises employers about new legislation.

Prepares employee handbooks and develops drug-testing and other policies.

Counsels and litigates confidentiality and non-compete agreements.

Defends places of public accommodation against ADA Title III accessibility lawsuits.

Defends lending institutions against fair lending discrimination claims.

Counsels employers regarding severance issues.

PROFESSIONAL & COMMUNITY INVOLVEMENT

The Florida Bar Labor & Employment Law Section

Hillsborough County Bar Association Young Lawyers Division

American Bar Association Labor & Employment Law Section

RECOGNITION

Chambers USA, Employee Benefits & Executive Compensation (Florida), Up & Coming, 2023-Present

Best Lawyers: Ones to Watch, 2024-Present

PUBLICATIONS & PRESENTATIONS

Events: Independent Contractors

Stearns Weaver Miller's 2024 Tampa Labor & Employment Law Seminar | | May 2024

Events: Andy's Corner-Employee Benefits

Stearns Weaver Miller's 2024 Tampa Labor & Employment Law Seminar | | May 2024

Events: OK Boomers!

Stearns Weaver Miller's 2024 Tampa Labor & Employment Law Seminar | | May 2024

Events: No Good Deed Goes Unpunished: Avoiding the Legal Pitfalls When Trying to
HR Florida State Council, Inc. Conference & Expo | | August 2023

Events: Labor and Employment for Florida Public Officials & Regulated Employees

Florida Association for Constitutional Officers | | July 2023

Events: What To Know: Expanding E-Verify Requirements

St. Pete Chamber of Commerce | | July 2023

Events: **WEBINAR: Leveraging your 401(k) Plan to Increase Employee Retention**

| February 2023

Events: [Cyberattack: When All Pay And Employment Records Are Lost and Where Is Waldo Our New Hire?](#)

Stearns Weaver Miller's 2022 Annual Tallahassee Labor & Employment Law Seminar | | November 2022

Events: [Cyberattack: When All Pay And Employment Records Are Lost, The COBRA And Benefit Earthquake and Where Is Waldo Our New Hire?](#)

Stearns Weaver Miller's 2022 Annual Tampa Labor & Employment Law Seminar | | October 2022

Events: [Cyberattack: When All Pay And Employment Records Are Lost](#)

Stearns Weaver Miller's 2022 Annual Miami Labor & Employment Law Seminar | | October 2022

Events: [Cybersecurity for the HR Professional](#)

HR Florida | | August 2022

Events: [HR and Compliance Updates](#)

Florida Tax Collectors Association Fall Educational Forum | | August 2022

Events: [You be the Judge](#)

Florida Tax Collectors Association Fall Educational Forum | | August 2022

Publications: [Don't Ignore IRS ESRP Notices!](#)

BeLabor the Point Blog | August 2022

Events: [COVID-19 Conundrum - The Latest Guidance Surrounding the Pandemic and How it Affects Employers](#)

Florida Tax Collectors Association | | April 2022

Events: [Litigation 101: The complete litigation process from demand letter to the Supreme Court](#)

2021 HR Florida Conference & Expo | | August 2021

Events: [What's New with the FMLA and ADA?](#)

85th Annual Florida Public Human Resources Association (FPHRA) Conference | | July 2021

Events: [WEBINAR: The Mystery of Disappearing Employees and Electronic Information](#)

Stearns Weaver Miller Webinar | | July 2021

Events: [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)

Stearns Weaver Miller News Program Special | | June 2021

Publications: [SBA Issues Restaurant Revitalization Funding Program \(Not Just for Restaurants\)](#)

Stearns Weaver Miller News Update | April 2021

Events: [WEBINAR: COBRA Conundrum - Changes to COBRA Under the American Rescue Plan Act](#)

Stearns Weaver Miller Webinar | | April 2021

Publications: [State tax withholding and other obligations for remote workers. What you don't know CAN hurt you. \(PART 1\)](#)

BeLabor the Point Blog | March 2021

Events: [Small Business Virtual Tax Roundtable: Paycheck Protection Program \(PPP\) Tax Issues and Employee Retention Credit \(ERC\) Update](#)

U.S. Small Business Administration Office of Advocacy Webinar | | February 2021

Events: [WEBINAR: PPP Part II and Employee Retention Credit Overview](#)

Stearns Weaver Miller Webinar | | January 2021

Events: [WEBINAR: PPP Loan Forgiveness Overview](#)

| August 2020

Events: [Three Things That Make Employers Uncomfortable](#)

Florida Public Human Resources Association (FPHRA) 1st Annual Education Series | | August 2020

Publications: [Why Can't We All Just Get Along?](#)

BeLabor the Point Blog | July 2020

Publications: [Top Takeaways from Our Back to Work Virtual Chat](#)

BeLabor the Point Blog | June 2020

Events: [Back to Work Virtual Chat](#)

Stearns Weaver Miller Webinar | | June 2020

Events: [Virtual Webinar - Navigating Issues That Make HR Uncomfortable](#)

South Brevard Society for Human Resource Management | | May 2020

Events: [Virtual Webinar - CARES Act](#)

| April 2020

COVID News Update, Labor & Employment News Update, Publications: [Federal Paid Leave Law Signed by President Trump](#)

BeLabor The Point Blog | March 2020

Publications: [IRS Applies Some WD-40 to its Form W-4](#)

BeLabor the Point Blog | January 2020

Publications: [Strict Enforcement of Non-Negotiable Employment Policies: A Few Horror Stories](#)

BeLabor the Point Blog | October 2019

Events: [Do Not Repeat the Same Wage and Hour Mistakes in 2019](#)

2019 HR Florida Conference & Expo | | August 2019

Events: [Guess What HR Forgot When Employees Went on Long-Term LOA? After FMLA and ADA, Remember Your Benefit Plans](#)

Stearns Weaver Miller's 29th Annual Labor and Employment Law Seminar | | May 2019

Events: [Guess What HR Forgot When Employees Went on Long-Term LOA? After FMLA and ADA, Remember Your Benefit Plans](#)

Events: [Meet the Gang – NLRB Workplace Rules, What’s Up at the EEOC, Immigration Update, Wage and Hour Hot Topics, Marijuana Update](#)

Stearns Weaver Miller's Annual Tampa Labor and Employment Law Seminar | | May 2019

Publications: [Reading Your Employment Policy Documents Probably Won’t Win You \\$10,000- It Could Be Worth Much More](#)

BeLabor the Point Blog | March 2019

Publications: [Don't Be Snake Bit. Make Sure the COBRA Notices You Use Are Correct.](#)

BeLabor the Point Blog | January 2019

Events: [Another ERISA Fiduciary Duty? Protecting Your Benefit Plan's Confidential Information](#)

Stearns Weaver Miller's 28th Annual Labor and Employment Law Seminar | | April 2018

Publications: [New Tip Rules Impact All Employers Who Receive Tips](#)

BeLabor The Point Blog | March 2018

Events: [Sexual Harassment: Audit Your Campus Policies & Procedures to Minimize Risk & Ensure Compliance](#)

PaperClip Communications Webinar | | February 2018

Publications: [Tax Reform: Confidential Sexual Harassment Settlements Come With a Price](#)

BeLabor The Point Blog | December 2017

Events: [Faculty & Staff Sexual Misconduct: Minimize the Risk of Misconduct & Respond to Claims Appropriately](#)

Webinar | | December 2017

Labor & Employment News Update, Publications: [Retirement Plan Hurricane Relief for Affected Participants](#)

Stearns Weaver Miller News Update | November 2017

Publications: [What’s the Effect of the Sessions’ Memo on Transgender Discrimination?](#)

BeLabor The Point Blog | October 2017

Publications: [Our group is growing – Tampa here we come!](#)

BeLabor The Point Blog | August 2017

Publications: [Recent Developments in Pregnancy Discrimination Laws](#)

Hillsborough County Bar Association Lawyer Magazine | January 2017

Events: [Politics & Beyond: How \(and if\) Employers Should Limit Activism in the Workplace](#)

HR Tampa | August 2016

Publications: [New Overtime Regulations: Employers have options for compliance](#)

| July 2016

NEWSROOM

Firm Announcements: 35 Stearns Weaver Miller Lawyers and 11 Practice Areas Ranked In Chambers USA 2024

| June 2024

In the Media: New immigration law impacts local businesses

Catalyst | | July 2023

Firm Announcements: 29 Stearns Weaver Miller Lawyers in 11 Practice Areas Ranked In Chambers USA 2023

| June 2023

In the Media: Hear from Marlins, Fisher Island and EEOC leaders about post-COVID labor issues

Miami Herald | | June 2021

Firm Announcements: Stearns Weaver Miller Names Five New Shareholders

| November 2019

In the Media: Confidentiality Disqualifies Harassment Settlement Tax Deductions

Society For Human Resource Management | | February 2018

Firm Announcements: Stearns Weaver Miller Adds Seven Associates Across Five Practice Areas

| November 2017

In the Media: Tampa Bay Business Movers & Shakers

Tampa Bay Times | | September 2017

EDUCATION

LL.M. in Taxation, Georgetown University Law Center, 2012

Employee Benefits Certificate

J.D., *cum laude*, Stetson University College of Law, 2011

B.A., University of Florida, 2005

ADMISSIONS

Florida

United States District Courts for the Northern, Middle and Southern Districts of Florida