



Andrew N. Howe

Partner
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Andrew represents businesses in all types of employment litigation, including the defense of employment discrimination claims, wrongful discharge cases, employment contract matters, restrictive covenant litigation, and cases involving alleged unpaid overtime or misclassified employees under the Fair Labor Standards Act. He also assists businesses on a variety of employment matters, such as the preparation of human resource policies, employee investigations, reductions in the workforce, wage and hour audits, and OSHA citations. In addition, he represents management in unfair labor practice proceedings before the National Labor Relations Board and handles collective bargaining negotiations as well as grievances and arbitrations under collective bargaining agreements.

Although most cases settle before trial, Andrew has extensive trial and arbitration experience, as well as experience in appeals before the United States Third Circuit Court of Appeals. Andrew's appellate experience includes prevailing on a case of first impression relating to multiemployer pension plan contributions under the Employee Retirement Income Security Act as well as affirmance of a summary judgment in a wrongful discharge and disability discrimination action.

Services

- Labor
- Employment
- Employment Discrimination Litigation
- Labor Arbitrations
- Collective Bargaining Negotiations
- Strike Preparation/Litigation
- Wage/Hour Law
- Wrongful Discharge
- Workplace Safety

- Audits, Counseling & Training
- Litigation
- Occupational Safety & Health Administration

Education

- Dickinson School of Law at Pennsylvania State University (J.D., 1989)
- University of Richmond (B.A., 1986)

Bar Admissions

- Pennsylvania

Court Admissions

- U.S. Supreme Court
- Supreme Court of Pennsylvania
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania

Affiliations/Memberships

- Employment Law Section, Berks County Bar Association, past chair
- Society for Human Resource Management (SHRM), member and past president for local Chapter 179

Experience

Obtained Reversal and Summary Judgment on Multi-employer Pension Plan Amendments Act

Andrew Howe represented a manufacturing company against a large multi-employer pension fund regarding a dispute over whether pension contributions were owed to the fund for hours worked by temporary personnel workers. Counsel for the fund argued contributions were owed despite the fact these workers were not employees of the employer who was party to the collective bargaining agreement. Summary judgment was awarded on behalf of the fund, but on appeal Mr. Howe obtained a reversal and entry of summary judgment in favor of the employer in a case of first impression to the Third Circuit.

Publications

February 4, 2021

OSHA Releases Guidance on Mitigating and Preventing Spread of COVID-19 in Workplaces