



Andrew N. Howe, Esq.

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Andrew Howe concentrates his practice in labor and employment matters as well as commercial litigation. Prior to joining Spruce Law, Mr. Howe was a founding partner of a regional firm focused in employment and litigation matters and, before then, practiced law in a global Am Law 100 firm based in Philadelphia.

Mr. Howe counsels a diverse corporate client base ranging from 20 to over 8,000 employees, both in union and non-union settings on a local, national, and international level. Given his background and experience, Mr. Howe's clients leverage his expertise on all labor and employment issues, ranging from discrimination in the workplace to addressing issues arising under the Employee Retirement Income Security Act of 1974. Also, Mr. Howe regularly provides on-site training to his clients on a wide variety of issues, such as discrimination in the workplace, avoidance of labor disputes and liability, among other topics relevant to his clients' businesses.

Mr. Howe presently serves as the Chair of the Employment Law Section of the Berks County Bar Association and is also a Member of the Board of Directors of the Greater Reading Food Bank. In addition, Mr. Howe is a twenty year member of the Society for Human Resource Management and previously served as the first attorney President for the SHRM Chapter 179.

Practice Areas

- Labor Law (Management)
- Employment Law
- Commercial Litigation
- Employer Counseling and Training

Previous Experience

- Duane Morris, Associate – Philadelphia, PA
- Hartman, Howe, Allerton & Shurr, Founding Shareholder – Wyomissing, PA

Bar Admissions

- Supreme Court of Pennsylvania
- United States Supreme Court
- United States Court of Appeals for the Third Circuit
- United States District Court for the Eastern District of Pennsylvania
- United States District Court for the Middle District of Pennsylvania

Professional Associations & Boards

- Chair, Employment Law Section, Berks County Bar Association
- Past President, Society for Human Resource Management Chapter 179
- National Member, Society for Human Resource Management Association
- Member, Chapter 179 of the Society for Human Resource Management

Education

- J.D., Dickinson School of Law
- B.A., University of Richmond, Aereopagus English Honor Society and Member of Academic Debate Team
- Episcopal Academy

Representative Matters

- Successfully represented several clients defending class actions brought by the Equal Employment Opportunity Commission.
- Won a reversal of a summary judgment and entry of judgment in favor of an employer client in a Multiemployer Pension Plan Amendments Act matter involving a large central Pennsylvania multiemployer pension plan before the United States Court of Appeals for the Third Circuit.
- Successfully defended multiple clients in federal court jury trials involving discrimination claims.
- Obtained or defeated injunctions in non-competition cases involving claims of violations of employee non-competition agreements as well as asserted companion common law non-competition claims.
- Obtained injunctive relief and provided ongoing counsel for a large services industry client involving a strike arising out of labor dispute.
- Successfully counseled and assisted a regional construction industry client in locking out a union workforce resulting from collective bargaining.
- Represents many clients in labor arbitration matters involving discipline and discharge as well as contract interpretation disputes.

Representative Client Industries

- International manufacturers, both union and non-union of many types of products
- Private Aviation Company providing managed aircraft, charter and certified repair station services for mid-size to heavy jets
- International logistics
- Construction
- Professional Services (including engineering, accounting, staffing firms)