



Andrew F. Maunz

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Practices

Litigation

Education

University of Toledo
College of Law
J.D., 2008
Order of the Coif
Magna cum laude
Note and Comment Editor
of *University of Toledo Law Review*

Miami University
B.S., 2005

Admitted to Practice

- 10th Circuit Court of Appeals, 2012
- Pennsylvania - W.D. Pa., 2021
- West Virginia - S.D. W. Va., 2021
- West Virginia - N.D. W. Va., 2021
- Ohio, 2008
- Pennsylvania, 2021
- West Virginia, 2021

Andrew F. Maunz is of counsel in the Pittsburgh, Pennsylvania, office of Jackson Lewis P.C. His practice focuses on representing employers in workplace law matters, including litigation, preventive advice, and counseling.

Prior to joining Jackson Lewis, Andrew served as the legal counsel of the Equal Employment Opportunity Commission (EEOC) where he served as the agency's chief in-house lawyer and oversaw the office responsible for the EEOC's interpretations, guidance, regulations, and other legal matters. During his tenure as legal counsel, he helped lead the EEOC's response to COVID-19, providing widely praised guidance on compliance with federal EEO laws during the COVID-19 pandemic. This included specific guidance on vaccines, employee testing, reasonable accommodations, and much more. Andrew coordinated on COVID-19 issues with other federal agencies and provided presentations related to the pandemic to industry groups and congressional staff. In addition to COVID-19, Andrew oversaw important legal developments as legal counsel, such as the issuance of a final rule updating the EEOC's conciliation procedures, updating the Compliance Manual on Religious Discrimination, and the agency's implementation of several landmark Supreme Court cases. He also issued important opinion letters on several complex topics, including the EEOC's pattern or practice authority under section 707 of Title VII of the Civil Rights Act of 1964, age discrimination considerations for health reimbursement arrangements, and required disclosures under the Older Workers Benefit Protection Act for international workers.

Before serving as legal counsel, Andrew worked at the EEOC as an attorney-advisor to then-chair Janet Dhillon. In this capacity he advised the chair on complex legal and policy matters. This included the Commission's decision to revise the EEOC's EEO-1 collection to eliminate the requirement to collect pay data from employers. He also advised the chair on commencing litigation in specific cases and deciding employment discrimination claims of federal employees.

His time before the EEOC was spent as a senior attorney in the Office of the General Counsel of the Social Security Administration where he served as a management-side lawyer. In this capacity, Andrew provided advice to agency management on employment issues and represented the agency before administrative agencies, such as the EEOC. He also served as a Department of Justice special assistant United States attorney defending the agency in employment litigation in federal court.

He currently lives in West Virginia with his wife, Kira, and their three children.