Andrew F. Maunz

Of Counsel, Pittsburgh
P 412-338-5144
F 412-232-3441
Andrew.Maunz@jacksonlewis.com

Practices

- Disability, Leave and Health Management
- Employment Litigation
- Pay Equity
- Restaurants
- Retail
- Workplace Training
- Higher Education
- Religious Accommodations

Education

- The University of Toledo College of Law, J.D. 2008
- Miami University, B.S. 2005

Admitted to Practice

- 4th Circuit Court of Appeals 2024
- 10th Circuit Court of Appeals 2012
- Ohio - S.D. Ohio 2022
- Pennsylvania - M.D. Pa. 2024
- 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. Drew is the co-leader of the Pay Equity resource group and 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.

Published Works

- "Ten Takeaways from EEOC's Updated Guidance on Pandemic and Caretaker Discrimination in the United States," *Association of Corporate Counsel* (May 26, 2022) [Co-Author]

Speeches

- "DEI and the Law," Indiana Chamber of Commerce (October 4, 2022) (presenter)
- "NRF Benchmarking Call - Vaccine Mandates," National Retail Federation (August 16, 2021) (co-presenter)
- "Religious Accommodation Requests in Light of COVID-19: The Employer's Path Forward," Association of Corporate Counsel (Webinar October 6, 2021) (presenter)
- "New Proposed EEOC Conciliation Rules – Substance and Status," 2020 Labor and Employment Law Institute, Minnesota CLE (Webcast Seminar December 16, 2020) (presenter)