



## **Andria Lure Ryan**

### ***Partner***

Atlanta

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### ***Service Focus***

- Counseling and Advice
- Employment Discrimination and Harassment
- Labor Relations
- Litigation and Trials
- Workplace Investigations

### ***Industry Focus***

- Automotive Dealership
- Healthcare
- Hospitality

### ***Trending***

- COVID-19/Vaccine Resource Center

### ***Overview***

Andria Ryan is a partner in the Atlanta office and serves as co-chair of the Hospitality Industry Group. She represents employers in virtually every area of employment and labor law and received the Anthony G. Marshall Hospitality Award for her pioneering and lasting contributions to the field of hospitality law.

Andria represents employers throughout the United States in defending employment discrimination and harassment cases as well as handling traditional labor matters such as unfair labor practices and union campaigns.

She spends much of her time counseling employers in day to day employment and labor decisions and educating employers about prevention and practical solutions to workplace problems.

She is a frequent speaker to industry groups and human resources professionals on such topics as avoiding harassment in the workplace, maintaining a union free workplace, avoiding discrimination claims, proper interviewing, and effective discipline and discharge techniques.

In 2007, she received the Chairman's Award from the Colorado Hotel & Lodging Association for her development of the *Employment Compliance Guide for Colorado Hospitality Employers*. She and Fisher Phillips have also been honored by the South Carolina Hospitality Association as Supplier of the Year – Stars of the Hospitality Industry Awards 1994-2015 and the Washington Lodging Association for valuable contributions by an Allied member. Andria is "AV" Peer Review Rated by Martindale-Hubbell.

Andria was recognized as Volunteer of the Year in 2023 by the Atlanta Pro Bono Partnership Association.

## ***Credentials***

### **Education**

- J.D., 1988, Catholic University of America, Columbus School of Law
- B.A., 1985, American University

### **Bar Admissions**

- Georgia

## ***Affiliations***

### **Professional Activities**

- Chair, Labor and Employment Law Section of the State Bar of Georgia
- Guest Lecturer, Georgia State University Hospitality School, Johnson & Wales Hospitality School
- Editorial Advisor, Hospitality Law
- Member, American Hotel & Lodging Association, Human Resources Committee
- Member, Resort Employee Relations Group
- Member, International Society of Hotel Association Executives

## ***Insights***

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NEWS

02/12/25

### **Hospitality Co-Chair Discusses Whether Restaurant Operators Should Make Arbitration Agreements Mandatory**

Andria Lure Ryan

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INSIGHTS

01/13/25

## **Nearly Half of All Hospitality Worker Fatalities in 2023 Were Caused By Workplace Violence: 10 Steps You Can Take to Address Workplace Dangers**

Andria Lure Ryan, Alden J. Parker, Kristin R.B. White

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NEWS

11/21/24

## **Hospitality Co-Chair Discusses Possible Workplace Law Changes US Hoteliers Can Expect Under Trump Administration**

Andria Lure Ryan

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INSIGHTS

10/29/24

## **Hospitality Industry Braces for NYC's Safe Hotels Act: Top Things Employers Need to Know About What Could Become a Nationwide Trend**

Seth D. Kaufman, Andria Lure Ryan

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INSIGHTS

10/08/24

## **FP Cannabis Flash Survey: Industry Analysis for Construction, Healthcare, Hospitality, and Manufacturing Employers**

Colin P. Calvert, Collin D. Cook, Laurel K. Cornell, Tami Essis Culkar, Stephen C. Mitchell, Alden J. Parker, Andria Lure Ryan, Hannah Sweiss

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INSIGHTS

08/01/24

## **Game-Changing SCOTUS Ruling Serves Up a Menu of Possibilities for Hospitality Employers: Your 4-Step Action Plan Post-Chevron**

Alden J. Parker, Andria Lure Ryan

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INSIGHTS

05/31/24

## **Workplace Law Update: 10 Essential Items on Your June To-Do List**

Sheila M. Abron, Steven M. Bernstein, Amanda M. Blair, Kathleen McLeod Caminiti, Melissa Camire, Michael D. Carrouth, Jessica D. Causgrove, J. Micah Dickie, Benjamin Dudek, Usama Kahf, Anne Yarovoy Khan, Vance O. Knapp, Matthew R. Korn, Todd B. Logsdon, Emily N. Litzinger, Todd A. Lyon, Richard R. Meneghello, Karen L. Odash, Alden J. Parker, Deniz Uzel Reilly, Robin

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INSIGHTS

05/13/24

## Get Set for Summer: 8 Things Hospitality Employers Should Know About Hiring Teens this Season

Alden J. Parker, Andria Lure Ryan

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INSIGHTS

05/09/24

## FP Hospitality Industry Snapshot: Hospitality Employers Must Quickly Prepare for New Overtime Rule With 7 Steps

Alden J. Parker, Andria Lure Ryan

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NEWS

05/09/24

## Hospitality Co-Chair Discusses How Hoteliers Can Prepare for DOL and FTC's Upcoming Compliance Deadlines

Andria Lure Ryan

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