



Andrew J. Adams - Partner

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Bio

Andrew J. Adams is the Practice Leader of DarrowEverett's Labor & Employment Practice Group and a member of the firm's Business Litigation & Alternative Dispute Resolution and Regulatory & Compliance Practice Groups. On the transactional side of the practice, he has represented clients ranging from small local businesses to those with a larger, multinational presence on matters ranging from acqui-hire transactions to due diligence on reverse SPAC mergers. Andrew has represented employers in federal and state litigation across the country involving claims of discrimination, harassment and retaliation, wage and hour violations, contract disputes, and other employment issues.

He regularly advises clients with respect to employment agreements, restrictive covenant compliance, regulatory compliance challenges, personnel policies, and day-to-day employment issues, and provides custom training programs and materials to clients on a variety of important topics, including wage and hour issues, paid and unpaid leave, ADA accommodations, and drugs and alcohol in the workplace. Andrew also has experience with state and federal agency investigations such as the U.S. Department of Labor, and he has additional experience in the labor side of the practice negotiating collective bargaining agreements and litigating unfair labor

practice charges on behalf of employers.

Practice Areas

- [Labor & Employment](#)
- [Business Litigation & Alternative Dispute Resolution](#)
- [Regulatory & Compliance](#)
- [Contract Disputes](#)

Prior Experience

Before joining the DarrowEverett team and after serving in the U.S. Navy, Andrew was a labor and employment associate for a boutique New England law firm. While attending Western New England School of Law, Andrew was the Publication Editor for The Western New England Law Review.

Representative Matters

- Secured a significant victory for and employer at the New Jersey Appellate Division, which affirmed a summary judgment ruling from late 2023. The case was originally brought by a former employee alleging discrimination under the New Jersey Law Against Discrimination and as a common law Pierce action based upon alleged public policy violations arising during the early days of COVID-19. The appeal, argued in December of 2024 and decided on January 21, 2025, affirmed summary judgment in favor of the employer on all counts. The Appellate Division upheld the dismissal of all four counts of the Plaintiff's amended complaint, stating that "Based upon our de novo review, we conclude that plaintiff failed to meet her burden of identifying the existence of any clearly mandated public policy, which was violated by [the employer]" and rejecting plaintiff's contention that future regulatory mandates should be considered in determining the existence of public policy. The Appellate Division also determined that the plaintiff had produced no evidence to support the claim that her termination was pretextual or motivated by discriminatory intent.
- Represented a prominent New York-based investment firm in a Series B preferred equity financing, supporting its investment in a rapidly expanding, multistate provider of interactive and sensory-related experiences. Our team delivered end-to-end legal counsel, including conducting thorough due diligence, drafting and negotiating equity financing

documents, and navigating the transaction through to closing. Additionally, we negotiated employment agreements for the founders, safeguarding the client's investment by aligning key personnel incentives with the company's long-term growth objectives.

Insights

- [What New Administration's Moves at EEOC, NLRB Mean for Employers - via JD Supra, February, 2025](#)
- [Noncompete, Overtime Rules Change, But Legal Challenges Remain - via JD Supra, April, 2024](#)
- [Amid Shifting Policies, Employee Handbooks Can't Be Static Manuals - via JD Supra, March, 2024](#)
- [How 2024 Employment Law Updates Affect Your Wallet, Unions & More - via JD Supra, December, 2023](#)
- [Q3 Employment Law Updates: Enforcement Actions Bring Much for Employers to Consider - via , October, 2023](#)

Media Appearances

- Webinar Host: [Employee Handbooks: What You Don't Know Can Hurt You](#) (April 2024)
- Podcast Guest: AccelPro | Employment & Labor Law: [On Workplace Discrimination – Harassment and Proper Training](#) (Sept. 2023)
- DE Insights Take 2: [Andrew J. Adams on Employee Handbooks](#) (July 2023)
- Podcast Guest: HR Works: The Podcast for Human Resources, Episode 114: [HR's Role in Suicide Prevention](#) (2020)

Bar Admissions

- Massachusetts
- Washington
- United States District Court for the District of Massachusetts
- U.S. Court of Appeals for the First Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Sixth Circuit

Education

- Western New England School of Law, J.D.
 - Edward B. Cooley Excellence in Labor Law Award – Recipient
 - Legal Research and Writing Ijima Award for Best Oral Argument – Recipient
- University of Massachusetts at Dartmouth, B. S.
 - Marine Biology, Honors Receptient
 - Publication/Research Award

Accolades

- Hampden County Sheriff's Department – Recipient of 3 Commendations
- Super Lawyers – Rising Stars, 2024 (Labor & Employment)

