

# EASTMAN & SMITH LTD.

ATTORNEYS AT LAW



## Carrie L. Urrutia

Member

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TOLEDO, OHIO 43604

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### PRACTICE AREAS

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Labor & Employment

### ADMISSIONS

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Ohio, 2001

*U.S. District Courts:*

Northern District of Ohio, 2002

Southern District of Ohio, 2003

Western District of Tennessee, 2013

Eastern District of Michigan, 2008

U.S. Court of Appeals, Sixth Circuit,  
2002

### EDUCATION

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University of Toledo, J.D. *cum laude*,  
2001

Bowling Green State University, B.A.,  
1998

Carrie L. Urrutia's practice includes counseling on employment policies and handbooks, training, representing employers in administrative proceedings, defending against discrimination claims and providing guidance on the Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), drug testing, privacy, harassment, workers' compensation and a host of other employment law issues.

Ms. Urrutia regularly defends employers in state and federal courts as well as administrative agencies throughout Ohio. In 2009, Ms. Urrutia, a member of Eastman & Smith, was certified by the Ohio State Bar Association as a Labor and Employment Law Specialist.

A frequent lecturer on a range of employment law issues, Ms. Urrutia enjoys facilitating training for her clients and other industry groups. While in law school, Ms. Urrutia served as a published member and editor of the University of Toledo Law Review.

### EXPERIENCE

Her practice covers the range of employment issues, including:

- Appellate Practice
- Background Checks
- Disability Accommodation & Leaves of Absence
- Discrimination & Harassment

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- eDiscovery
- Employee Benefits
- Employment Practice Audits & Investigations
- Grievance & Arbitration Processing
- Hiring, Performance Management & Termination
- Labor Relations
- Litigation & Trials
- Policies & Procedures (Handbooks)
- Retaliation & Whistleblowing
- Temporary Staff & Contingent Workers
- Training & Compliance
- Unfair Competition, Confidentiality & Trade Secrets
- Wage & Hour
- Workers' Compensation
- Workplace Data Privacy, Including HIPAA and GINA

## COMMUNITY/PROFESSIONAL AFFILIATIONS

### *Professional Involvement*

- Ohio State Bar Association (Labor and Employment Section)
- Sandusky County Human Resources Management Association (legislative director and board member)
- Society for Human Resource Management (SHRM)
- Toledo Bar Association

### *Community Involvement*

- Adelante, Inc. (past president and board member)
- ABLE/Legal Aid of Western Ohio Campaign for Equal Justice (co-chair)
- ABLE/Legal Aid of Western Ohio Access to Justice Steering Committee

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## HONORS & AWARDS

The Ohio State Bar Foundation award Ms. Urrutia the Community Service Award for Attorneys 40 & Under in 2012. Also in 2012 she was a recipient of a 20 Under 40 Award which recognizes Toledo individuals under the age of 40 who have "distinguished themselves in their careers and/or as a volunteer in the community." The Toledo Business Journal named her as one of Toledo's Who's Who in Area Law. Ms. Urrutia is listed as a Rising Star in Super Lawyers magazine from 2011 - 2016.

## SPOTLIGHT

- 24 Eastman & Smith Attorneys Make "Who's Who in Toledo Area Law", September 1, 2016
- Super Lawyers and Rising Stars 2013, February 4, 2013
- Pawlicki and Sponseller Receive Awards, September 28, 2012
- Super Lawyers and Rising Stars 2012, December 31, 2011
- Sponseller Honored by OSBF, October 6, 2011
- Sponseller and Flynn Become Members of Eastman & Smith Ltd., August 23, 2010
- Eastman & Smith Attorneys Earn Certification, December 21, 2009
- Sponseller and Watson Nominated for Leadership Award, August 31, 2009
- Eastman & Smith Lawyers Named to Super Lawyers List, January 5, 2009

## EVENTS & SPEAKING ENGAGEMENTS

- Eastman & Smith Ltd. Employment Law Seminar, Employment Law Seminar, Hilton Garden Inn at Levis Commons - Perrysburg, Ohio - 6165 Levis Commons Blvd, Perrysburg, OH 43551, October 5, 2017
- Wage and Hour Law: Is Your Organization Prepared for an Audit?, The EA, 1787 Indian Wood Circle, Maumee, August 17, 2017
- Employment Policies and Handbooks - Toledo #2 (limited to 20 attendees), Drafting Effective Employment Policies and Handbooks, The Toledo Club - 235 14th Street Toledo, OH 43604, March 30, 2017
- Employment Policies and Handbooks - Toledo #1 (limited to 20 attendees), Drafting Effective Employment Policies and Handbooks, The Toledo Club - 235 14th Street Toledo, OH 43604, March 29, 2017
- Employment Policies and Handbooks - Findlay (limited to 20 attendees), Drafting Effective Employment Policies and Handbooks, Hilton Garden Inn Findlay - 1050 Interstate Drive West Findlay, OH 45840, March 28, 2017
- Ottawa and Sandusky County Safety Day, Presented by: Ottawa County, Sandusky County and Sandusky Area Safety Councils, Sandusky County Human Resources Management Association & Ohio Bureau of Workers' Compensation, April 22, 2016

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- Managing Leaves Under the FMLA, ADA, and Others., The Family and Medical Leave Act (FMLA), April 21, 2016
- Advanced Topics on the Family Medical Leave Act, Employment Law Webinar, March 16, 2016
- Wage & Hour Law: Is Your Organization Prepared for an Audit?, The Department of Labor is devoting more staff to conducting frequent and more extensive audits. Are you prepared?, February 9, 2016

## ARTICLES

- Department of Labor Issues Final Rule Updating "White Collar" Overtime Regulations, June 29, 2016
- Significant Changes to EEO-1 Reporting Obligations, March 7, 2016
- Distracted Driving: Employers Cautioned to Pay Attention, October 11, 2012
- What to Expect When Your Employee is Expecting: A Primer on Pregnancy Discrimination Law, January 20, 2012
- Supreme Court Adopts Broad Standard of Liability in "Cat's Paw" Case, March 18, 2011
- A New Interpretation of Time Spent Donning and Doffing Under the Fair Labor Standards Act, December 10, 2010
- Lessons Learned from *Quon*: Employee Monitoring and Expectations of Privacy in the Workplace, September 20, 2010
- The Evolving World of Workplace Absences as Affected by the Family Medical Leave Act & the Americans with Disabilities Act, January 22, 2010
- Layoffs and Reductions in Force, January 8, 2009
- Paid Sick Leave Mandate Removed From Ohio Ballot Focus Shifts to Federal Legislation, October 3, 2008