

EASTMAN & SMITH LTD.

ATTORNEYS AT LAW



Carrie L. Urrutia

Member

clurrutia@eastmansmith.com

ONE SEAGATE, 27TH FLOOR
550 NORTH SUMMIT STREET
TOLEDO, OHIO 43604

T 419-247-1731

O 419-241-6000

PRACTICE AREAS

Labor & Employment
Workers' Compensation

ADMISSIONS

Ohio, 2001

Michigan, 2019

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

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

EASTMAN & SMITH LTD.

ATTORNEYS AT LAW

Carrie L. Urrutia

- 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

EASTMAN & SMITH LTD.

ATTORNEYS AT LAW

Carrie L. Urrutia

HONORS & AWARDS

The Ohio State Bar Foundation awarded 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

- Law360 Quotes Carrie Urrutia On The Value And Pitfalls Of Pre-Hire Skills Tests, September 7, 2022
- **Taking Pride in Firm Diversity: Women's History Month**, March 7, 2022
- Urrutia Discusses Supreme Court Vaccine Ruling, January 31, 2022
- Eastman & Smith Attorneys Among Who's Who in Toledo Area Law, March 19, 2021
- Dixon and Urrutia Panelists at UTFBC Virtual Roundtable, April 6, 2020
- 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

- Employment Law Update: Legal Considerations for Managing the Return to the Workplace, Recorded 4-30-2020, April 30, 2020
- COVID-19 and its Impact on Workers' Compensation Claims, Recorded 4-28-2020, April 28, 2020
- Eastman & Smith Employment Law Seminar at the CBA, Employment Law Update 2018, Columbus Bar Association, October 17, 2018
- Supervisory Skills 1 Certificate Series May 5, 12, 19, 26, and June 2, 2016 9:00am—Noon , December 28, 2017

EASTMAN & SMITH LTD.

ATTORNEYS AT LAW

Carrie L. Urrutia

- EMERGING ISSUES IN THE E-WORKPLACE, E-Workplace Mini Forum, This mini forum is for UT Center for Family & Privately-Held Business members only, October 10, 2017
- 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
- We Belong: Workplace Diversity: Multiple Generations, Transgender, and Other Legal Considerations, The Employers' Association Annual Conference, Hilton Garden Inn at Levis Commons - Perrysburg, Ohio 6165 Levis Commons Blvd, Perrysburg, OH 43551, March 17, 2017
- Carrie Urrutia Keynote Speaker - A New Year and a New Administration: What to Look For, The Employers' Association Annual Conference, Hilton Garden Inn at Levis Commons - Perrysburg, Ohio 6165 Levis Commons Blvd, Perrysburg, OH 43551, March 17, 2017
- After the Inauguration, Now What? By Carrie Urrutia & Tom Dixon, Eastman & Smith, March 14, 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
- 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

- Expanded Employment Protections to Pregnant Workers and Applicants, January 12, 2023
- Ohio BWC Issuing \$1.6 Billion to Ohio Employers, April 17, 2020
- Toledo's Pay Equity Act Will Go into Effect in June 2020: Is Your Company Ready?, September 10, 2019
- Department of Labor Proposes Raising the Overtime Salary Threshold: Is Your Company Ready? , March 11, 2019

EASTMAN & SMITH LTD.

ATTORNEYS AT LAW

Carrie L. Urrutia

- 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