

Sandra M. Andre

ASSOCIATE

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Sandra Andre is an Associate in Miller Johnson's employment and labor section. She counsels a diverse group of employers and human resource practitioners on a full spectrum of employment-and labor law related legal issues. These range from matters of occupational safety and health, wage and hour law, employment discrimination, disabilities and accommodation, discipline and termination, hiring, and workplace harassment.

Ms. Andre is a part of the employment litigation team defending employers in cases including claims such as discrimination, harassment, wrongful termination, and retaliation. She is experienced preparing for trials and hearings. This includes drafting motions, reviewing depositions and conducting legal research.

Human Resources Experience

Ms. Andre holds a PHR (Professional of Human Resources) certification and was previously a Certified Professional with the Society for Human Resource Management (SHRM-CP). Before pursuing a career as an attorney and joining Miller Johnson, she worked for over a decade as a dedicated human resources leader and professional. As the Central Michigan University College of Medicine's first

Practice Areas

- [Employment and Labor](#)
- [Occupational Safety and Health](#)
- [Cannabis](#)
- [National Employment Law Compliance](#)

Education

- J.D., Michigan State University College of Law, *magna cum laude*, 2018
- M.H.R.L.R, Master of Labor Relations and Human Resources, Michigan State University, 2003
- B.S., Michigan State University, with honors, 2002

Bar Admissions

- Michigan, 2018

Honors

- Named a 2024 *Best Lawyers in America: Ones to Watch* in Health Care Law and Labor and Employment Law – Management
- Jurisprudence Award, Michigan State University College of Law

Assistant Dean of Faculty and Staff Affairs, she served as the HR subject matter expert and consultant to executive leadership. In addition to counseling college leadership on complex employment issues, she also worked to develop and implement many of the college's first human resources programs, such as the medical faculty compensation plan, the medical faculty employment handbook, and the medical faculty's appointment, reappointment, promotion, and tenure process.

Prior to her leadership role with the College of Medicine, Ms. Andre also held positions as a Human Resources Consultant, Human Resources Supervisor, Human Resources Manager and Employment Coordinator/Generalist in various higher education, healthcare, and manufacturing settings. In those roles, she routinely advised and counseled facility leadership on policy and procedure development and interpretation, and served as a subject matter expert and change agent in all HR-related areas, including: retention and recruitment, compensation and benefits administration, employee relations, and labor and employment law.

Professional Experience

Ms. Andre also gained valuable legal experience while working throughout law school. She was a judicial intern to the Honorable Fred L. Borchard, Chief Judge (retired) with the 10th Judicial Circuit Court in Saginaw County. She was a legal intern in the Office of Reinventing Performance in Michigan (RPM) with the State of Michigan's Department of Licensing and Regulatory Affairs (LARA). She also held two law student assistant positions with the State of Michigan: one, with LARA's Office of Process Reengineering



and Optimization (PRO) and another, with the Department of Technology, Management, and Budget (DTMB)'s Office of Retirement Services (ORS). Ms. Andre also served as a teaching assistant in the Michigan State University College of Law's Research, Writing, and Advocacy program.

In 2024, Ms. Andre was named a *Best Lawyers* One to Watch in Health Care Law and Labor and Employment Law – Management.

Education

Ms. Andre is a graduate of Michigan State University College of Law where she earned her J.D. *magna cum laude* in 2018. She made the Dean's List and in addition to receiving several scholarships, she was the recipient of a Jurisprudence Award. She was active in Moot Court where she received numerous top placing for both oralist and brief in competitions.

Ms. Andre received a Master of Labor Relations and Human Resources in 2003 and a B.S. in Psychology with honors in 2002 both at Michigan State University.

