## Andrew Klaben-Finegold

Associate

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## Practice Areas

Discrimination and Harassment
Litigation and Trials
Wage and Hour
Occupational Safety and Health
Workplace Violence Prevention and Crisis Response
Unfair Competition and Trade Secrets

## Overview

Andrew Klaben-Finegold (Andy) is an experienced lawyer who has worked on cases on behalf of major corporations, mid-sized and small businesses, and individuals. Andy works to create workplace solutions for his clients across the hospitality, home health, healthcare, retail, construction, and financial industries.

He defends employers in litigation at both the federal and state levels, including matters related to the FLSA, ADA, Title VII, FMLA, and various state and local laws. He also advises clients on Predictive Scheduling/Fair Workweek laws, on workplace safety and workplace violence prevention, and on the protection of trade secrets and the misappropriation of confidential or proprietary information, both defending employers and pursuing enforcement against former employees.

Prior to joining Littler, Andy spent four years as an assistant corporation counsel in first the Brooklyn Tort and then the Labor and Employment division of the New York City Law Department. Andy has defended the City of New York and its agencies in single-plaintiff and class actions in federal and state employment litigation, and provided advice and counsel to clients to ensure compliance with federal, state, and local employment and labor law regulations.

## Education

J.D., City University of New York School of Law, 2016
B.A., Allegheny College, 2011

## Bar Admissions

Ohio
New York

## Courts

U.S. Court of Appeals, 6th Circuit
U.S. District Court, Southern District of Ohio
U.S. District Court, Northern District of Ohio
U.S. District Court, Eastern District of Michigan
U.S. District Court, Southern District of New York
U.S. District Court, Eastern District of New York

## Publications & Press

**Chicago Implements Changes to Fair Workweek Rules, Which Take Effect June 1, 2026**
*Littler ASAP*
May 18, 2026

**Chicago Agency Proposes Changes to Fair Workweek Rules**
*Littler ASAP*
March 25, 2026

**Untangling the Varying Requirements of State and Local Fair Workweek Laws**
*Littler ASAP*
February 6, 2026

**Columbus, Ohio Prohibits Salary History Inquiry and Requires Pay Transparency**
*Littler ASAP*
November 7, 2025

**New York City Releases Software Specifications for Fast-food Employer Fair Workweek Compliance**
*Littler ASAP*
October 6, 2025

**Understanding Los Angeles County's New Fair Workweek Law**
*SHRM*
March 19, 2025

**Time Matters: Understanding Los Angeles County's New Fair Workweek Law**
*Littler ASAP*
March 11, 2025

**Ohio's Pay Stub Protection Act: What Employers Need to Know**
*Littler ASAP*
February 6, 2025

**In Advance of July 1 Compliance Deadlines, Chicago Agency Posts Updated Guidance and Notices for the City's Minimum Wages, Paid Leave, Fair Workweek Thresholds, and Required Notices**
*Littler ASAP*
June 7, 2024

**Evanston, Illinois Establishes a Fair Workweek Ordinance**
*Littler ASAP*
May 26, 2023

**Sixth Circuit Establishes Stricter Standard for Granting Notice of FLSA Collective Action**
*Littler ASAP*
May 22, 2023

**Berkeley, Calif. Adopts Fair Work Week Measures**
*SHRM Online*
February 23, 2023

**Berkeley, California Adopts Fair Work Week Measures**
*Littler ASAP*
February 21, 2023

**Los Angeles Adopts Fair Workweek Measures**
*SHRM Online*
February 14, 2023

**Los Angeles the Latest City to Adopt Fair Work Week Measures**
*Littler ASAP*
February 8, 2023

## Events & Speaking Engagements

**2025 Ohio Regional Employer Conference**
Columbus, OH
September 25, 2025

**Predictably Unpredictable – Navigating Fair Workweek Laws Across the United States**
July 11, 2024

**The SEC Is Enforcing Rule 21F-17 Aggressively and Assessing Massive Financial Penalties Against Employers: Tips for Bringing Your Company's Confidential Information and Non-Disclosure Agreements and Policies Into Compliance**

ACC Central Ohio

May 22, 2024

**Predictably Unpredictable: Navigating Fair Workweek Laws Across the United States**

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

**Predictably Unpredictable - Navigating Fair Workweek Laws Across the United States**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**Predictably Unpredictable – An Overview of Fair Workweek Laws**

May 18, 2023