



Andrew Klaben-Finegold

Associate

41 South High Street
Suite 3250
Columbus, OH 43215
main: +1 (614) 463-4201
direct: (614) 463-4227
fax: +1 (614) 221-3301
aklaben@littler.com



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

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

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