

## Andrew Lichtenstein

Shareholder

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## Practice Areas

Unfair Competition and Trade Secrets

Class Action

Litigation and Trials

Labor Management Relations

Wage and Hour

Financial Services

Healthcare

Hospitality

## Overview

In defending and advising employers through the challenging terrain of labor and employment law and litigation, Andrew Lichtenstein combines subject matter experience with a deep understanding of his clients' businesses and objectives to navigate them to optimal results.

Andrew's practice covers the full spectrum of labor and employment law issues affecting employers. He is a fierce defender of employers in high-stakes labor and employment litigation, as well as an essential advisor to employers in navigating the challenges of wage and hour compliance and litigation and reputational exposure. His clients have included large tech, media, and pharmaceutical companies, private universities, and airlines.

Andrew represents employers in a variety of employment matters, including wage and hour class and representative actions, alleged harassment, discrimination, retaliation, whistleblower, and wrongful termination lawsuits, trade secret disputes, and government investigations and enforcement proceedings. He is experienced at litigating in a wide range of forums, such as trials, arbitrations, administrative proceedings, and mediations, and representing employers in labor disputes under collective bargaining agreements, before the National Labor Relations Board (NLRB), and under the Railway Labor Act.

As an advisor, Andrew has helped clients avoid litigation altogether by solving their most complex compliance and operational problems, providing practical and strategic advice on personnel decisions, helping structure and implement reductions in force, conducting neutral third-party investigations, and heading off legal disputes before they gain momentum. He also prepares clients' compliant employment policies, handbooks, arbitration agreements, and employment-related, executive, and other service agreements. Clients turn to Andrew for advice on a full range of employment issues, including wage and hour compliance, occupational health and safety, benefits, employee privacy, leaves of absence, vacation, sick leave, and union negotiations.

## Professional and Community Affiliations

- Member, Los Angeles County Bar Association
- Member, Orange County Bar Association

## Recognition

- Order of the Coif, *Loyola Law School*
- Chief Developments Editor, *Loyola Los Angeles Law Review*

## Education

J.D., Loyola Law School, 2011, *summa cum laude*

M.F.A., University of Southern California, 2003

B.A., University of California, Santa Cruz, 1996

## Bar Admissions

California

## Courts

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

## Publications & Press

### **Littler Welcomes Shareholder Andrew Lichtenstein in Los Angeles**

*Press Release*

January 13, 2026