



Andrew E. Saxon

Of Counsel

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Service Focus

- Class and Collective Actions
- Employee Defection and Trade Secrets
- Litigation and Trials
- Wage and Hour

Overview

Andrew Saxon has more than two decades of experience representing and advising employers in connection with a wide variety of employment law issues and claims. His main areas of practice are:

Wage and hour. Andrew defends businesses in wage and hour cases, including class action and representative action lawsuits under the California Labor Code and Private Attorneys General Act (PAGA). He has extensive experience defending employers from individual, as well as class and PAGA lawsuits alleging violations of California's meal and rest break requirements, regular rate issues in payment of overtime pay, paystub issues, off-the-clock work, minimum wage violations and many other allegations under the California Labor Code.

Employee defections, unfair competition, trade secret theft, and corporate espionage. Andrew has helped employers obtain TROs and Preliminary Injunctions against former employees and competitors to prevent unauthorized use and disclosure of confidential information, secure the return of stolen intellectual property, and stop further solicitation of customers through use of trade secrets. When employees cross the line and breach their legal and contractual obligations to their employer, clients count on Andrew to help make them whole. Andrew also works on drafting restrictive covenant agreements (non-disclosure, non-solicitation, non-compete, inventions assignment) and advises on implementation and enforceability of these agreements.

Employment-related claims. Andrew routinely defends businesses against allegations of discrimination, unlawful harassment, retaliation, and wrongful termination.

Preventive advice and counsel. Andrew helps employers comply with applicable labor and employment laws, avoid workplace disputes and litigation, resolve employee relations problems, prepare commission agreements, and satisfy legitimate employee expectations. He also counsels on issues involving leaves of absence employee terminations, and employment practices and policies.

Andrew is a Board Member and Legislative Liaison for the Contra Costa County Employer Advisory Council, where he regularly presents on critical legislative and regulatory updates about which employers must be aware to ensure compliance.

Credentials

Education

- J.D., 2003, cum laude, Boston University School of Law
- B.A., 2000, University of California, Los Angeles

Bar Admissions

- California

Court Admissions

- U.S. Court of Federal Claims
- U.S. District Court for the Central District of California
- U.S. District Court for the Eastern District of California
- U.S. District Court for the Northern District of California
- U.S. District Court for the Southern District of California

Affiliations

Professional Activities

- Board Member and Legislative Liaison, Contra Costa County Employers Advisory Council
- Member, Contra Costa County Bar Association
- Member, Orange County Bar Association

Insights

Megan F. Clark, Andrew Saxon

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