



Andrew J. Sommer

Partner

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Email



Service Focus

- Workplace Safety and Catastrophe Management
- California Litigation and Appellate
- Class and Collective Actions
- Counseling and Advice
- Litigation and Trials
- Wage and Hour
- Government Relations

Industry Focus

- Energy

Languages

- Spanish

Overview

With more than two decades of employment litigation experience, Andrew Sommer defends businesses in workplace safety inspections, investigations and enforcement actions brought by Cal/OSHA and other OSHA state programs. He is also highly experienced in defending individual and collective actions involving a wide array of wage and hour, whistleblower, disability, and wrongful termination claims.

Andrew also advises employers on workplace safety compliance, disciplinary actions, and the interactive process, among other work-related topics. Andrew takes a strategic and creative approach in providing advice and counsel to employers as well as resolving disputes in court and administrative proceedings.

Before joining Fisher Phillips, Andrew was Managing Partner of the California practice for a boutique law firm focusing on labor and employment issues, workplace safety, and related litigation. He previously represented management in employment litigation matters for a national law firm.

Andrew is a sought-after speaker at conferences and events and writes extensively on Cal/OSHA compliance, wage and hour compliance, and disability law topics. He has led coalitions of employers and trade organizations in advocating to the Cal/OSHA Standards Board over workplace safety rulemaking and was a member of Cal/OSHA's COVID-19 Prevention Rulemaking Advisory Committee.

Andrew was personally recognized among a short list of OSHA attorneys by Chambers USA in its 2023 national OSHA rankings.

Credentials

Education

- J.D., 1997, University of San Francisco School of Law
- B.A., 1991, with distinction, University of California, Berkeley

Bar Admissions

- California

Court Admissions

- U.S. Court of Appeals for the Ninth Circuit
- 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

Recognitions

- *Chambers USA*, Occupational Safety and Health (2023-2024)

Affiliations

Professional Activities

- Member, American Bar Association, Workplace & Occupational Safety & Health Law Committee
- Member, Cal/OSHA COVID-19 Prevention Rulemaking Advisory Committee

Community Activities

- Pro Bono Counsel and Former Board VP, Central City Hospitality House
- Former Member of the Board and Executive Committee, La Raza Centro Legal

Insights

INSIGHTS

04/25/25

Safeguarding Your Corporate Leaders Against Rising Security Threats: FP's Guide on Executive Protection

Rick Grimaldi, Andrew J. Sommer, Hannah Sweiss, Kristin R.B. White

[Read more →](#)

EVENT

04/15/25

California Workplace Safety Summit 2025

Steven P. Alvarado, Sophia Botti, Benjamin M. Ebbink, Warren L. Nelson, Robin Repass, Andrew J. Sommer, Harrison Thorne, Kristin R.B. White

[Read more →](#)

EVENT

01/28/25

Employer Tips During the California Wildfires: Your Role in Protecting Workers' Health, Safety, and Workplace Rights

Andrew J. Sommer, Jacklin Rad

[Read more →](#)

NEWS

01/28/25

Partner Shares What California Employers Need to Know Regarding Wildfires

Andrew J. Sommer

[Read more →](#)

INSIGHTS

01/24/25

Cal/OSHA's COVID-19 Rule About to Expire – But Employers Have 2 Lingerin Compliance Obligations

Andrew J. Sommer

[Read more →](#)

NEWS

01/21/25

Republished Insight: Employer FAQs for the California Wildfires: Your Role in Protecting Workers'

Sheldon J. Blumling, Benjamin M. Ebbink, Nicole Kamm, Aymara Ledezma, Jacklin Rad, Andrew J. Sommer, Megan C. Winter

[Read more →](#)

INSIGHTS

01/10/25

Employer FAQs for the California Wildfires: Your Role in Protecting Workers' Health, Safety, and Workplace Rights

Sheldon J. Blumling, Benjamin M. Ebbink, Nicole Kamm, Aymara Ledezma, Jacklin Rad, Andrew J. Sommer, Megan C. Winter

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INSIGHTS

10/15/24

Top 7 New Workplace Safety Laws California Has Adopted – and Key Action Steps for Employers

Andrew J. Sommer

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NEWS

09/11/24

Workplace Safety Partner Discusses NY and CA Laws on Workplace Violence

Andrew J. Sommer

[Read more →](#)

INSIGHTS

08/08/24

New Law Requires Most California Employers to Develop a Workplace Violence Prevention Program: Your 4-Step Compliance Plan

Abby H. Putzulu, Andrew J. Sommer, Hannah Sweiss

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