Andrew C. Crane

Partner

Irvine

t: 949.798.2116
f: 949.851.0152
Email

Service Focus

- Consumer Privacy Team
- Data Security and Workplace Privacy
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials
- Wage and Hour

Trending

- CCPA Resource Center

Overview

Andrew Crane has spent his entire career focused solely on representing the interests of employers, including before state and federal courts, and state and federal agencies such as the California Department of Fair Employment and Housing (DFEH), the Equal Employment Opportunity Commission (EEOC), and the Department of Labor, Division of Labor Standards Enforcement (DLSE).

Andrew has significant experience defending and counseling employers of all sizes on issues of California and federal employment law, such as wage and hour, employee classification, and federal and state harassment, discrimination, and retaliation matters. Andrew frequently advises employers on issues they face on a day-to-day basis, such as employee discipline and terminations, harassment and discrimination issues, and state and federal wage and hour laws.

He also guides employers through complicated privacy and security matters, including pursuing employees who exit with confidential information and employer trade secrets to safeguard his clients’ most valuable information.
In addition to employment matters, Andrew also represents and advises companies regarding compliance with Title III of the Americans with Disabilities Act (ADA) and similar California statutes, such as the Unruh Act and California Disabled Persons Act, including compliance with website accessibility standards. Andrew has experience representing companies at both the trial and appellate level on Title III issues, including before the 9th Circuit Court of Appeals.

**Credentials**

**Education**
- J.D., 2012, University of Southern California, Gould School of Law
- B.A., 2006, cum laude, Boston College

**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 Northern District of California
- U.S. District Court for the Southern District of California

**Recognitions**
- Recognized in *The Best Lawyers in America*, Ones to Watch (2022 - 2023)

**Insights**

**NEWS** 02/14/23
Irvine Partner Provides Insights on Recognizing and Preventing the Misappropriation of Trade Secrets
Andrew C. Crane
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**NEWS** 12/21/21
Fisher Phillips Elects 20 New Partners Spanning 15 Offices Across the U.S.
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The Top Non-COVID Workplace Law Stories You May Have Missed: March/April 2020
Samantha Sherwood Bononno, Andrew C. Crane, Ryan R. Jones, Nicole Kamm, Richard R. Meneghello, Joshua D. Nadreau, Tyler T. Rasmussen, David C. Roth, Hannah Sweiss
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Washington Privacy Act Fails To Pass Legislature, But Signs Point To Continued Push In 2021
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Privacy Legislation Continues on the West Coast: How Does the Washington Privacy Act Compare to the California Consumer Protection Act?
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Fisher Phillips Welcomes Andrew C. Crane in Irvine
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