

Andrew C. Crane

Partner

Irvine

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Email



Service Focus

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

Trending

- U.S. Privacy Hub

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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INSIGHTS

11/30/20

Third Time Could Be The Charm For Consumer Privacy Legislation In Washington – The Continued Saga Of The Washington Privacy Act

Andrew C. Crane

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INSIGHTS

04/23/20

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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INSIGHTS

03/17/20

Washington Privacy Act Fails To Pass Legislature, But Signs Point To Continued Push In 2021

Andrew C. Crane

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INSIGHTS

03/05/20

Privacy Legislation Continues on the West Coast: How Does the Washington Privacy Act Compare to the California Consumer Protection Act?

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NEWS

11/26/18

Fisher Phillips Welcomes Andrew C. Crane in Irvine

Andrew C. Crane

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