

People



## Andrew C. Karter

Associate, Labor and Employment

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vCard

Andrew Karter represents employers before federal and state courts as well as administrative agencies, including the EEOC, the NLRB, and state agencies across the country. Andrew's employment litigation experience includes discrimination, harassment and retaliation claims, individual and class/collective wage and hour disputes, employee and independent contractor misclassification, ADA public access claims (including website and mobile application accessibility), ADA disability and accommodation matters, employee leave issues, and restrictive covenant enforcement and defense including non-competition/solicitation agreements and trade secrets.

Additionally, Andrew frequently counsels clients on employment law compliance, including employee leave issues and accommodations, sexual harassment issues and training, internal investigations, hiring and termination decisions, reductions in force, and employee privacy issues. He also works with clients to develop, draft, and implement workplace policies, employment contracts, restrictive covenants such as non-competition or non-solicitation agreements, separation agreements, and handbooks.

Andrew also has traditional labor experience relating to collective bargaining, strategic analysis involving unfair labor practices, and labor arbitration.

### Related Professional Experience

- PepsiCo Bottling, Labor Arbitration Intern, 2015-2016
- Karv Communications, Senior Associate, 2012-2013

### Published Work and Lectures

- [HR Defense Blog, Contributor](#)
- FRONTEO, Speaker, "Will it Stay or Will it Go? An Update on the Employee Non-Compete Rule in the United States, its Future Prospects, and Beyond," September 11, 2024

### Areas of Experience

Labor and Employment  
Employment Administrative Claims Defense  
Employment Litigation  
Employment Training and Compliance  
Wage and Hour  
Traditional Labor Law  
Trade Secrets, Restrictive Covenants, and Unfair Competition

### Education

J.D., Fordham University School of Law, 2016, *International Law Journal*, Notes & Articles Editor and *Dispute Resolution Society*, International Arbitration Competitor and Associate Editor  
B.A., University of Pennsylvania, Communication and Public Service, 2010, *cum laude*

### Admissions

#### Bars

New York  
New Jersey

#### Courts

U.S. District Court, Eastern District of New York  
U.S. District Court, Southern District of New York  
U.S. District Court, District of New Jersey

## Honors and Distinctions

- *Best Lawyers*, 2023-2026, Listed in New York for Labor and Employment Law - Management as “One to Watch”

## Ranking Methodologies