ArentFox Schiff LLP
Attorneys

Andrew Baskin

PARTNER

Andy's practice focuses on complex commercial litigation and labor and employment, with an emphasis on contract disputes, traditional labor relations, workplace investigations, employment counseling, trade secrets, and non-compete matters.



Industries

Health Care
— Provider-Payor, Health Plan & Managed Care Disputes

Practices

Complex Litigation
Labor, Employment & OSHA
— Workplace Investigations & Audits
Trade Secrets, Noncompetes & Employee Mobility

Education

The George Washington University Law School, JD, with honors, 2015

Washington University, BA, magna cum laude, 2011

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Andy advocates for clients of all sizes in high-stakes complex commercial disputes and the full range of traditional labor relations and employment matters.

As an experienced litigator, Andy represents clients in high-stakes cases before federal and state courts and in arbitration. Representative matters include trade secrets litigation, non-compete enforcement, ERISA and managed care disputes, class action wage-and-hour litigation, and Title VII claims.

Andy also regularly advises clients on traditional labor relations matters. He provides management training on union awareness, advises on employee relations and union organizing campaigns, represents clients in proceedings before the National Labor Relations Board, and first-chairs collective bargaining negotiations.

Andy also helps clients handle the entire array of employment issues, including counseling on employment agreements and handbooks, due diligence in mergers and acquisitions, providing discrimination and harassment prevention training, conducting internal investigations of C-suite employees, and consulting on employment-related disputes and litigation. Andy advises clients on cutting-edge employment issues, including the regulation and use of prediction markets and artificial intelligence in the workplace.

Andy represents clients across industries, such as health care, nonprofit organizations, government contracting, retail, hospitality, construction, financial services, and more. He represents clients in both the private and public sectors.

Publications, Presentations & Recognitions

Publications

— "Trade Secrets 2026: USA – D.C. Metropolitan Area, Trends and Developments," (co-author) *Chambers Global Practice Guides* (2026)

Recognitions

Andrew was recognized in the 2024, 2027 Edition of Best Lawyers: Ones to Watch.

Client Work

Complex Commercial Litigation and Trade Secrets Litigation

- Obtained dismissal with prejudice on behalf of a retailer in a putative class action alleging violations of the Maryland Commercial Electronic Mail Act concerning promotional email messages.
- Represented government contractor in multi-year trade secrets and noncompete litigation involving complex forensic analysis, multiple parties, and dozens of depositions and motions, resulting in securing injunctive relief and default judgment for spoliation.
- Obtained dismissal with prejudice in breach of contract matter involving former employee attempting to exercise stock options.

Traditional Labor and Employment

- Led collective bargaining negotiations with multiple unions on behalf of a national health care and advocacy non-profit organization.
- Provided counseling for union and non-union companies on operational issues
- Served as lead counsel in collective bargaining arbitration and in defense of charges filed with various federal and state administrative agencies, including the National Labor Relations Board ("NLRB") and Equal Employment Opportunity Commission ("EEOC").
- Conducted internal investigations into alleged misconduct by C-suite executives in financial services and health care organizations.

Previous Work

Prior to joining ArentFox Schiff, Andrew worked at the Baltimore office of a global law firm, where he represented clients in labor and employment litigation in federal and state court, in arbitration, and before federal and state agencies.

Bar Admissions

Maryland
District of Columbia

Court Admissions

US District Court, District of Maryland
US Court of Appeals, 4th Circuit