



Andrew M. MacDonald

Partner

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Boston, MA

Andrew provides practical and effective legal advice to employers on complex labor and workplace-related rules and regulations.

He counsels a diverse array of clients, including businesses in higher education, health care, construction, automotive, transportation and logistics and hospitality.

Labor Law

Co-Chair of the firm's Labor Management Relations Practice, Andrew represents clients in labor arbitrations and National Labor Relations Board proceedings. His labor practice spans the full range of legal guidance, from advising employers in initial union organizing campaigns to providing strategies for businesses with longstanding union relationships.

He is experienced in collective bargaining negotiations and provides day-to-day labor law advice for clients in various industries. When providing advice and counseling, Andrew draws on a deep knowledge of labor law and prior experience representing unions in the private and public sector.

Employment Law

Andrew counsels and assists employers on a wide range of topics, including the development and implementation of personnel policies and employee handbooks, the discipline and discharge of employees, leave issues under various state and federal leave requirements, and noncompete agreements and trade secrets.

He is well-versed in discrimination and harassment law and advises employers on training and best practices to avoid such claims.

Andrew also regularly represents employers before administrative agencies and in federal and state courts in cases involving Title VII, the Fair Labor Standards Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the WARN Act and contract disputes.

Employee Benefits

In his benefits practice, Andrew focuses on multiemployer benefit plans in the construction industry. He serves as legal counsel to several multiemployer funds, providing guidance on regulatory compliance as well as the design and administration of pension and health and welfare funds.

Services

- Labor & Employment
- Labor Management Relations
- Employment Litigation
- Employee Benefits & Compensation
- Construction
- Higher Education
- Trade Secrets & Restrictive Covenants
- Multiemployer Plans

Before Fox Rothschild

Prior to joining Fox, Andrew was an associate at firms in Philadelphia and Massachusetts, where he represented unions and individual employees in a wide range of labor and employment law issues. He also worked for the Screen Actors Guild, representing performers in the entertainment industry.

Beyond Fox Rothschild

Andrew is a Contributing Editor to *The Developing Labor Law*, a prominent treatise on federal labor law published by Bloomberg BNA.

Andrew is active in the community, including in the Independence Big Brothers Big Sisters program.

Bar Admissions

- Pennsylvania
- New Jersey
- Massachusetts

Court Admissions

- U.S. Court of Appeals, Third Circuit
- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, District of New Jersey
- U.S. District Court, District of Massachusetts

Education

- Suffolk University Law School (J.D., *cum laude*, 2011)
- Northeastern University (B.A., *magna cum laude*, 2008)

Memberships

- American Bar Association, Labor and Employment Section
 - Practice and Procedure Under the NLRA Committee
- The Ireland Funds – The Young Leaders (Philadelphia Chapter)
- Labor & Employment Relations Association

Honors & Awards

- **Selected to the "Ones to Watch" list for Labor & Employment Law - Management in Philadelphia, PA (2023-2024)**
This award is conferred by Best Lawyers. A description of the selection methodology is [available here](#). No aspect of this advertisement has been approved by the New Jersey Supreme Court.