

Andrew Gray

Associate

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Focus Areas

Privacy and Data Security
AI and Technology
Discrimination and Harassment
Unfair Competition and Trade Secrets
International Employment Law
General Data Protection Regulation (GDPR)

Overview

Andrew Gray represents and counsels employers on all aspects of workplace privacy and information security in both the U.S. and internationally, including:

- The California Consumer Privacy Act (CCPA), New York SHIELD Act, Virginia Consumer Data Protection Act, and other state data protection laws
- The EU General Data Protection Regulation (GDPR) and other global data protection laws
- Responding to security breaches in compliance with federal and state data breach notification requirements
- Biometric data privacy issues
- Social media and other new technologies
- Platform privacy policies and terms of use
- “Bring-your-own-device” programs, wearable devices, and other technologies in the workplace
- Background checks and use of criminal history, including under the Fair Credit Reporting Act (FCRA) and state “ban-the-box” laws
- The Health Insurance Portability and Accountability Act (HIPAA) and other health laws
- The Federal Wiretap Act
- Employee surveillance and monitoring, including under the Federal Electronic Communications Privacy Act, and Stored Communications Act

- The Telephone Consumer Protection Act

Andrew writes extensively on subjects relating to workplace privacy and information security. He joined Littler directly out of law school, where he was managing editor of the *American Journal of Criminal Law*. Andrew is a former NCAA baseball player, and an Eagle Scout.

Professional and Community Affiliations

- Member, Sporting Clays Fundraising Committee, Boy Scouts of America

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2024

Education

J.D., University of Texas School of Law, 2017

B.A., University of Texas, Austin, 2014, *With Honors*

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Texas

Publications & Press

New Year, New Data Protection Laws: What Employers Should Know

Littler Insight

January 25, 2024

As Cyberattacks Rise, Firms Face 'Significantly Broadened' Duty to Protect Worker Data

Corporate Counsel

July 20, 2023

Department of Commerce Launches the EU-U.S. Data Privacy Framework: Considerations for Multinational Employers that Transfer EU Personal Data to the United States

Littler Insight

July 19, 2023

Chicago Enacts Amendments to and Expands Requirements of its Criminal History Screening Ordinance

Littler ASAP

May 10, 2023

Illinois expands employment protections for workers with criminal histories

HR Dive

April 7, 2021

Illinois Imposes New Criminal History Check Requirements on Employers

Littler ASAP

March 26, 2021

Illinois Legislature Considers a Bill Designed to Slow the Flood of Biometric Privacy Class Actions

Littler Insight

March 15, 2021

Navigating Natural Disasters During a Pandemic – Key Considerations for Your Workforce

Littler Insight

August 28, 2020

Eight Key Steps Toward Preventing a Damaging Data Breach

Printing Industries of America Magazine

December 2019

Managing Data Privacy: Collection and Protection of Employee Data

American Employment Law Council

October 25, 2019

Supreme Court Holds EEOC Charge-Filing Requirement is Not Jurisdictional

Littler ASAP

June 4, 2019

Unraveling the Newest Development in the Data Protection Juggernaut: What Does the "California Consumer Privacy Act of 2018" Mean for Employers?

Littler Insight

July 9, 2018

Which State’s Wage Laws Apply When Workers Temporarily Relocate?

SHRM Online

November 28, 2017

SafeHer, But Not For Him: Title VII Discrimination In Ridesharing

26 Stanford Law and Policy Review 13

2017

The Unanimity Rule: “Black Swans” and Common Questions in FLSA Collective Actions

10 Federal Courts Law Review 1

2017

Saving the Jury Trial Waiver Through Forum Selection

67 DePaul Law Review 1

Fall 2017

“Cloud” Atlas - A Map to Amending Metadata Privacy Law in the Modern Era

52 Gonzaga Law Review 147

2016/2017

Speaking Engagements

Privacy Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

December 14, 2023

2019 Dallas Regional Employer Conference

Dallas, TX

July 18, 2019

The Robot Made Me Do It! – AI in the Workplace

2019 Dallas Regional Employer Conference

July 18, 2019