WIGGIN
WIGGIN AND DANA



Andrea Milano

PARTNER

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Andrea is a partner in Wiggin and Dana's Labor, Employment and Benefits Department. She maintains a diverse practice that includes supporting corporate transactions, negotiating collective bargaining agreements, litigating single-plaintiff and class-action lawsuits, and representing employers in state and federal agency proceedings. The breadth of her practice makes her a go-to adviser for employers with respect to all their personnel matters.

Andrea has built a strong practice in traditional labor law, a longtime focus of her career, especially in representing nonprofit and mission-driven organizations. She advises on union organizing campaigns, recognition decisions, collective bargaining negotiations, labor disputes and proceedings before the National Labor Relations Board.

In her day-to-day advisory practice, Andrea supports her clients with reductions in force, employee performance management and terminations, policy and handbook drafting, restrictive covenants, and executive employment agreements, including incentive compensation plans. She also helps clients navigate shifting workplace dynamics, including remote work arrangements, accommodation requests and the implications of a multigenerational workplace. In sensitive matters such as workforce reductions or strikes, Andrea's approach is holistic and grounded in the principles of dignity and integrity. When disputes arise, Andrea represents employers in individual and class-action matters in federal and state courts, in private arbitration and before government agencies.

Through wiggin(x), the firm's emerging companies platform, Andrea also supports startups through all stages of development, helping founders establish sound employment practices while advancing their ambitions. Beyond startups, she advises on corporate transactions more broadly, handling due diligence and providing drafting support for mergers, acquisitions and financing rounds, representing both buyers and sellers as well as investors and funding recipients.

Andrea is deeply committed to pro bono service, particularly in the District of Columbia.

Education

- Cornell Law School (J.D., 2011)

- Cornell University (B.S., 2008)

Bar Admissions

- District of Columbia
- California