BERGER SINGERMAN
FLORIDA'S BUSINESS LAW FIRM



ANDREW B. ZELMAN

Partner

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Andrew Zelman is a member of the Dispute Resolution Team based in Berger Singerman's Fort Lauderdale office. He represents businesses and individuals in a variety of complex commercial disputes, including intellectual property, class action, and general liability cases in both state and federal courts. Andrew also has an established practice devoted to counseling and defending employers in employment litigation. Prior to joining the firm, Andrew spent years handling a wide range of cases at a full-service AmLaw 100 firm.

Andrew currently serves as the Chair of the Grievance Committee of The Florida Bar and is a Member of the Federal Court Practice Committee, a standing committee of The Florida Bar.

Andrew received his Bachelor of Arts degree from Wesleyan University, where he played on the school's intercollegiate varsity basketball team. He obtained his law degree from Florida International University's College of law, graduating fifth in his class, while working full time as a consultant at an insurance firm.

Education

J.D., Florida International University
B.A., Wesleyan University

Bar Admissions

Florida
U.S. Court of Appeals, Eleventh Circuit
U.S. District Court, Southern District of Florida

Practice Teams

Dispute Resolution

Practice Areas

Class Action Litigation
Complex Commercial Litigation
Director/Officer Litigation & Partnership Disputes
Insurance
Intellectual Property
Labor & Employment

Awards & Honors

- *The Best Lawyers in America®,* 2024-2027
- *Florida Super Lawyers*, Rising Star, 2020-2022

Community Activities / Associations

- FIU College of Law, Alumni Dean Circle
- Barrister, Stephen R. Booher American Inn of Court
- Member, Federal Bar Association, South Florida Chapter
- Member, Broward County Bar Association
- Chair, Grievance Committee of The Florida Bar
- Member, Federal Court Practice Committee of The Florida Bar
- Member, 17th Judicial Circuit Grievance Committee, Section “E”
- Past Board Member, Hallandale Beach Parks & Recreation Department

In the News

DOL Finalizes New Independent Contractor Rule: What Employers Should Know
November 19, 2026

South Florida Business Journal Quotes Andrew Zelman in, “What’s Really on the Bill? New Florida Fee Disclosure Law Puts Restaurant Pricing Strategies to the Test”
August 27, 2026

Miami Herald Quotes Andrew Zelman in, “Restaurants Have the Right to Charge Fees. Miami Diners Have the Right to Know”
August 4, 2026

Law360 Quotes Andrew Zelman in, “3 Tips To Successfully Navigate Summer Internships”
May 22, 2026

Business Insider Quotes Andrew B. Zelman in, "The Great Silencing: Already Cautious, CEOs Are Staying Quiet"
September 28, 2025

HR Dive Quotes Andrew Zelman in, "Firings related to Charlie Kirk comments highlight need for social media policies"
September 19, 2025

Fifty-Six Berger Singerman Attorneys Recognized in the 2025 Edition of Best Lawyers In America
August 15, 2024

Business Insider Features Andrew Zelman in, "A woman gave 2 weeks' notice but was fired on the spot. Employment lawyers say it's not ethical, but it is legal"
August 9, 2024

Orlando Weekly Quotes Andrew Zelman in, "Florida has a new law loosening child labor restrictions on construction sites — what should employers know?"
July 2, 2024

Sun Sentinel Features Andrew Zelman in, "South Florida businesses play waiting game with new FTC ban on ‘noncompete’ agreements"
May 6, 2024

NerdWallet Features Andrew Zelman in, "Lottery Pool? Take These Precautions Before Diving In"
March 26, 2024

HR Dive Cites Andrew Zelman in, "Florida Bill Would Expand Working Hours for Minors."
February 13, 2024

Business.com Quotes Andrew Zelman in, "Wrongful Termination: 7 Illegal Reasons to Fire Someone"
September 22, 2023

SHRM Quotes Andrew B. Zelman in, "Make Time to Limit Liability for Payoffs"
August 17, 2022

Twenty-three Berger Singerman Attorneys Recognized in 2022 Edition of Florida Super Lawyers
June 27, 2022

BenefitsPro Quotes Andrew Zelman in "SCOTUS vaccine mandate ruling: The industry reacts"
January 26, 2022

South Florida Sun-Sentinel Quotes Andrew Zelman in, "Big Florida businesses urged to continue plans to install COVID vaccine mandate"
November 11, 2021

Reworked Quotes Andrew Zelman in, "How Private Companies Within the US Can Prepare for the Vaccination Mandate"
September 21, 2021

Business.com Features Andrew Zelman in, "Noncompete Agreements and Biden's Executive Order"
August 30, 2021

Sun-Sentinel Quotes Andrew Zelman in, "There’s hope for the unemployed seeking to reclaim federal benefits"
August 1, 2021

Nineteen Berger Singerman Attorneys Recognized in 2021 Edition of Florida Super Lawyers
June 24, 2021

Washington Post Quotes Andrew Zelman in, "This concert ticket costs $18 — or $1,000 if you’re not vaccinated"
May 29, 2021

NBC6 Quotes Andrew Zelman in, "Florida House Passes Bill Banning Businesses From Requiring COVID ‘Vaccine Passports'"
April 29, 2021

Sun-Sentinel Quotes Andrew B. Zelman in, "Gov. Ron DeSantis issues order banning ‘vaccine passports'"
April 2, 2021

Sun-Sentinel Quotes Andrew B. Zelman in, "Gov. Ron DeSantis issues order banning ‘vaccine passports'"
April 2, 2021

NBC6 Features Andrew Zelman in, "Labor Lawyer: Private Businesses Can Bar Unvaccinated"
March 31, 2021

Associated Press Quotes Andrew Zelman in, "Business owners ponder whether to require COVID-19 shots"
February 12, 2021

Business.com Quotes Andrew Zelman in, "Can Employers Require Employees to Get the COVID Vaccine?"
January 21, 2021

Fast Company Features Andrew Zelman in, "Employers can legally impose a vaccine mandate. But should they?"
December 23, 2020

South Florida Business Journal Quotes Andrew Zelman in, "How Florida's minimum wage increase affects businesses with tipped workers"
November 19, 2020

South Florida Business Journal Quotes Andrew Zelman in, "Why these South Florida business owners support a $15 minimum wage"
October 28, 2020

Business.com Features Andrew Zelman in, "What Is Considered Wrongful Termination?"
October 28, 2020

HR Daily Advisor invites Andrew Zelman as a guest for his podcast, "HR Works: COVID-19 Update on Avoiding COVID Related Employee Lawsuits"
June 18, 2020

HR Daily Advisor invites Andrew Zelman as a guest for his podcast, "HR Works COVID-19 Update: What Should Be in Every Employee Handbook"
June 11, 2020

Berger Singerman's Andrew Zelman Named 2019 South Florida Business Journal 40 Under 40 Award Honoree
June 25, 2019

Sun Sentinel mentions Andrew B. Zelman and Ashley Dillman Bruce in, "People on the move: Bluegreen Vacations Corp. names senior vice president, business development and innovation"
January 13, 2019

Berger Singerman Elevates Andrew Zelman to Partner and Ashley Dillman Bruce to Of Counsel
January 2, 2019

Berger Singerman Continues Growth with Two New Hires and Creation of Innovation Advisor Position
August 26, 2018

Publications

HR.com, “Non-Competes Are Not Going Away — But Enforcing Them Is Getting More Challenging”
June 8, 2026

Daily Business Review, "Creating and Maintaining a Knowledge Management Database to Address Employment Issues"
June 7, 2023

Construction Executive "Construction Executives Should Be Dusting Off Employee Handbooks"
December 3, 2021

South Florida Business Journal "HR departments and lawyers address the changing workplace in Florida"
February 16, 2021

Miami Herald "Your employee participated in the Washington riots. Can you legally fire them?"
January 11, 2021

HRO Today, "Maintaining Health, Minimizing Risk"
June 8, 2020

Client Alert - COVID-19: The CARES Act Creates Paycheck Protection Program
March 26, 2020

Law360, "The Wary Employer's Guide To Key Coronavirus Concerns"
March 16, 2020

Events & Speaking Engagements

Andrew Zelman, Presenter, "The Pregnant Workers Fairness Act and PUMP Act for 2024: Practical Application for Employers," Lexology Masterclass
February 7, 2024

HR Daily Advisor invites Andrew Zelman as a guest for his podcast, "HR Works: COVID-19 Update on Avoiding COVID Related Employee Lawsuits"
June 18, 2020

HR Daily Advisor invites Andrew Zelman as a guest for his podcast, "HR Works COVID-19 Update: What Should Be in Every Employee Handbook"
June 11, 2020

Webinar: Emerging Issues Facing Businesses Amidst COVID-19
April 6, 2020

Doing Business in Florida Blog

DOL Finalizes New Independent Contractor Rule: What Employers Should Know
November 19, 2026

What Florida Businesses Should Know About the Limits of State Labor Enforcement
July 30, 2026

DOL Implements New Overtime Thresholds
April 24, 2024

Prior Affiliations