



Andrew N. Fiske

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Overview

About Andrew Fiske

Andrew Fiske concentrates his practice in the areas of local government, land use, and employment law. Andrew has extensive experience counseling local government clients in all aspects of their operations, with specific emphasis in zoning, legislative drafting, interpretation and enforcement of municipal ordinances and codes, regulatory matters, contract drafting and interpretation, application of the Open Meetings Act and Freedom of Information Act, and public bidding and purchasing.

Andrew counsels public and private employers in analyzing, resolving, and defending a wide range of employment and personnel-related issues, including defending employment charges before federal and state courts and administrative agencies, developing and implementing workplace policies and agreements, and providing workplace training and guidance.

Andrew is an experienced litigator in state and federal courts and before administrative bodies. He has particular experience in appellate advocacy, having prepared and argued appeals before the U.S. Court of Appeals for the Seventh Circuit and the First Appellate District of Illinois. Andrew also has extensive experience in the creation and operation of municipal administrative adjudication and code hearing systems.

Andrew lectures and writes frequently on current municipal law and employment issues. He is a past chair of the Chicago Bar Association Local Government Committee.

Credentials

EDUCATION

- Northwestern University Pritzker School of Law, J.D.
- Earlham College, A.B. in History, with honors.

BAR ADMISSIONS/LICENSES

- Illinois
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the Northern District of Illinois

MEMBERSHIPS

- Chicago Bar Association, Local Government Committee, Chair, 2012-2013
- Chicago Bar Association, Animal Law Committee
- Chicago Bar Association, Legislative Committee

HONORS & AWARDS

- Phi Beta Kappa

Publications

- Considerations for Employers Concerning COVID-19 Vaccinations | *Elrod Friedman Client Alert* | December 22, 2020
- New State Law Creates COVID-Specific Disability

Benefits Extension and Increases Protections for Retail Employees | *Elrod Friedman Client Alert* | August 10, 2020

- Illinois Workplace Transparency Act Imposes New Obligations on Local Government Employers | December 20, 2019
- 7th Circ. Rulings Clarify ADA Obesity Standard For Employers | *Law360* | November 14, 2019
- Legal Recreational Marijuana Is Coming to Illinois: The Impact on Employers | June 5, 2019
- Illinois Legislature Legalizes Recreational Marijuana | May 31, 2019
- DOL Issues Latest Pronouncements on the FMLA and FLSA | March 18, 2019
- Illinois Supreme Court Expands Potential Liability Under Biometric Information Privacy Act | January 25, 2019
- New Illinois Governor Acts Quickly on State Labor and Employment Issues | January 17, 2019
- Supreme Court: Federal Age-Bias Laws Apply to State, Local Governments Regardless of Size | November 9, 2018
- Illinois Legislature Pre-empts Municipal Authority to Regulate Drones | August 9, 2018
- N.J. Employers Must Act Promptly to Assure Compliance with New Pay Equity Law | May 4, 2018
- DOJ Announces Sexual Harassment Enforcement Initiative | March 8, 2018
- Seventh Circuit Clarifies Evidentiary Standard for Employment Discrimination Claims | August 25, 2016
- Illinois Supreme Court Rules Local Land Use Codes Apply to School Districts | September 25, 2015
- In *Town of Greece*, U.S. Supreme Court Affirms Constitutionality of Prayer at Town Meetings | May 7, 2014

- Prohibited Areas and Employment Implications Under Illinois' New Concealed Carry Act | November 25, 2013
- What Employers Need to Know About Illinois' New Medical Marijuana Law | October 16, 2013
- Status of Gun Control Across the Nation | *Illinois Municipal Review* | April 19, 2013
- Municipal Electricity Aggregation - Insights from a Bidding and Contracting Process | *Illinois Municipal Review* | January 2012
- Municipal Electric Aggregation in Illinois | November 17, 2011
- Local Government: Red-Light Camera Enforcement in Illinois: The State of the Law in 2011 | December 22, 2010
- Local Government: Amendments to the Illinois Vehicle Code Concerning Automated Red-Light Camera Systems | May 28, 2010

Speaking Engagements

- HR Toolkit Part 5: Wage and Hour Basics, October 16, 2019
- Sexual Harassment Hypotheticals, Labor and Employment Law Breakfast Briefing, February 21, 2018
- Labor and Employment Law Seminar, Labor & Employment Roundup, November 2, 2017
- Labor and Employment Law Breakfast Briefing, Hot Topics: Labor and Employment in the Public Sector, March 29, 2016
- Labor and Employment Law Seminar, Labor and Employment Roundup, November 10, 2015
- Labor and Employment Law Seminar, Pregnancy in the Workplace, November 12, 2014

- Medical Marijuana in the Workplace, WBEZ 91.5
Chicago Public Radio News Report, September 8, 2014
- The Illinois Compassionate Use of Medical Cannabis
Pilot Program Act - Employment Issues: Medicine or
Risk?, Chicago Bar Association, June 10, 2014
- Pets and the City: The Municipal Approach to Animals,
Chicago Bar Association, April 17, 2014
- Labor and Employment Law Seminar, 2014 - Practical
Strategies to Address Changes to Illinois Law, March 20,
2014
- Sustainability and Energy Issues in the Local
Government Context, The Chicago Bar Association, June
11, 2013
- Recent Developments Concerning the Regulation of
Firearms, Illinois Municipal League 2013 Municipal
Attorneys' Seminar, April 19, 2013
- Labor and Employment Law Seminar, Labor and
Employment Roundup, October 17, 2012
- Topics and Trends in Municipal Ordinance Enforcement,
Chicago Bar Association, September 12, 2012
- Access to Information Concerning Public Employees and
Private Citizens, Illinois Municipal League Municipal
Attorneys' Seminar, April 13, 2012
- Legal Background for Municipal Electric Aggregation,
DuPage Mayors and Managers Conference, October 12,
2011