

Melanie R. Leitman



Shareholder

Tallahassee Office

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Phone: 850-329-4846

PRACTICE AREAS

Labor & Employment

Litigation & Dispute Resolution

Government & Administrative

OVERVIEW

Melanie R. Leitman is a Shareholder in the Labor & Employment, Litigation & Appeals, and Administrative Law & Regulatory Compliance groups. Her practice focuses on employment defense litigation and Human Resources consultation. Melanie has experience representing management-side clients in various employment-related claims, including Chapter 760, Title VII, ADA, FMLA, FLSA, whistleblower retaliation claims, drafting and enforcement/defense of covenants prohibiting competition, and constitutional claims arising out of employment disputes. She has represented clients in pre-claim consultation, EEOC/FCHR position statements and investigations, state/federal court litigation, and appellate disposition thereof.

Melanie also represents clients in civil and administrative litigation, including state constitutional issues, tort defense, general business and contract disputes, rule challenges, licensure and discipline matters, other litigation under Chapter 120, Florida Statutes as well as state and federal appellate advocacy arising out of these areas.

REPRESENTATIVE EXPERIENCE

Secured summary judgment and Eleventh Circuit affirmance, with written opinion, for school board in a Title VII race claim.

Represented a large federally-funded health center employer in litigation brought under the Church Amendment by out-of-state special-interest law firm on behalf of a job applicant.

Represented large private employer in on-site EEOC investigation and administrative subpoena.

Represented a Clerk of Court in a constitutional challenge of statutes which affect its funding.

Represented a state agency in a whistleblower jury trial which the appellate court later found should have been disposed

of in defendant's favor on a motion for directed verdict. Managed all post-verdict procedures, damages evaluation, and taxation of fees and costs before the appeal as well as the remand and entry of judgment for the state agency.

PROFESSIONAL & COMMUNITY INVOLVEMENT

The Bridge to Law School Program, Co-Founder and Director, 2023-Present

America's Second Harvest of the Big Bend, Board Member, 2019-Present

Vice President, 2024-Present

Secretary, 2021-2024

Meritas Women's Leadership Congress, Present

Florida Association for Women Lawyers (FAWL), Present

William H. Stafford American Inn of Court, 2017-Present

Treasurer, 2023-Present

Secretary, 2019-2023

Tallahassee Women Lawyers (TWL), 2011-Present

Student Education and Admission to the Bar Committee, 2013-2020

The Florida Bar Labor and Employment Law Section – Law School Liaison Committee

Gulf Winds Track Club

Gulf Winds Triathletes

RECOGNITION

The Best Lawyers in America, 2024-Present

Florida Super Lawyers, Rising Star, 2015-Present

Tallahassee Democrat, 25 Women You Need to Know, 2020

PUBLICATIONS & PRESENTATIONS

Publications: [Courts Grapple with Actionable Harm After Muldrow](#)

BeLabor the Point Blog | October 2024

Publications: [Employers Beware – Involuntary Job Transfers Can Support Discrimination Suits](#)

BeLabor the Point Blog | April 2024

Events: [Women in the Workplace: Spearheading Supportive Environments](#)

Publications: [Join Stearns Weaver Miller In Bridging The Gap To Law School For Minority And First Generation Students!](#)

Tallahassee Bar Association - Public Announcements | July 2023

Publications: [Is Civility in the Workplace Dead?](#)

BeLabor the Point Blog | June 2023

Events: [TikTok Time Bombs/Social Media, It Was Just A Typo! – Mistakes In Documents, Mandatory Training And Florida's Stop W.O.K.E Act and Our Predictions From Last Year's Update](#)

Stearns Weaver Miller's 2022 Annual Tallahassee Labor & Employment Law Seminar | | November 2022

Events: [Our Predictions From Last Year's Update](#)

Stearns Weaver Miller's 2022 Annual Miami Labor & Employment Law Seminar | | October 2022

Events: [Employment Trends for Public Officers & Employees](#)

FACO Virtual Summer Conference | | July 2022

Publications: [Appellate Case Notes](#)

Administrative Law Section of The Florida Bar Newsletter | | June 2022

Publications: [Appellate Case Notes](#)

Administrative Law Section of The Florida Bar Newsletter | March 2022

Publications: [Appellate Case Notes](#)

Administrative Law Section of The Florida Bar Newsletter | December 2021

Publications: [Appellate Case Notes](#)

Administrative Law Section of The Florida Bar Newsletter | September 2021

Events: [New Developments in Religious Discrimination Compliance: The Times They are A-Changin' – AGAIN](#)

2021 HR Florida Conference & Expo | | August 2021

Events: [Administrative Law Appellate Case Law Update](#)

Department of Financial Services Lunch and Learn | | August 2021

Publications: [President Biden Encourages FTC to Address Restrictive Covenant Agreements](#)

BeLabor the Point Blog | July 2021

Events: [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)

Stearns Weaver Miller News Program Special | | June 2021

Events: [Appellate Case Law Update \(Part III of the Series\)](#)

Florida Bar's Administrative Law Updates Webinar Series | | June 2021

Publications: [Appellate Case Notes](#)

Administrative Law Section of The Florida Bar Newsletter | June 2021

Publications: [Labor & Employment-Related Laws from 2020 Florida Legislative Session](#)

BeLabor the Point Blog | August 2020

Publications: [Appellate Case Notes](#)

Administrative Law Section of The Florida Bar Newsletter | June 2020

Government & Administrative News Update, Publications: [Crème de law Admin | Winter 2020](#)

Stearns Weaver Miller News Update | February 2020

Publications: [Employment Laws Percolating Through the Florida Legislature](#)

BeLabor the Point Blog | February 2020

Publications: [NLRB Speak on Employee Handbook Provisions \(Again\). Private Sector Employers Take Note.](#)

BeLabor the Point Blog | July 2019

Publications: [Our Group is Growing Again – Tallahassee Here We Come!](#)

BeLabor the Point Blog | January 2019

NEWSROOM

Firm Announcements: [Shareholder Melanie Leitman Elected Vice President of America's Second Harvest of the Big Bend](#)

| August 2024

Firm Announcements: [Chelsea Koff and Bridge to Law School Program honored with Daily Business Review's 2024 Florida Legal Awards](#)

| February 2024

Firm Announcements: [The Bridge to Law School Program, A Partner of Stearns Weaver Miller, honored with 2023 Tallahassee Women Lawyers Diversity & Inclusion Leadership Award](#)

| June 2023

In the Media: [Tallahassee Marathon Returns After Last Year's Cancellation](#)

Tallahassee Democrat | February 2022

Firm Announcements: [Stearns Weaver Miller Lawyers Recognized in 2021 Florida Super Lawyers](#)

| June 2021

In the Media: [Hear from Marlins, Fisher Island and EEOC leaders about post-COVID labor issues](#)

Miami Herald | June 2021

Firm Announcements:

Stearns Weaver Miller Names Four New Shareholders

| September 2020

Firm Announcements: Stearns Weaver Miller honored with 2020 Tallahassee Women Lawyers Diversity & Inclusion Leadership Award

| June 2020

Firm Announcements: Stearns Weaver Miller Lawyers Recognized in 2020 Florida Super Lawyers

| June 2020

In the Media: 25 Women: Melanie Leitman runs between legal work, volunteering

Tallahassee Democrat || March 2020

Firm Announcements: Melanie Leitman Named One of Tallahassee's 2020 "Women You Need to Know"

| March 2020

In the Media: Here are the 25 Women You Need To Know and Five Young Women to Watch for 2020

Tallahassee Democrat || February 2020

Firm Announcements: Stearns Weaver Miller Lawyers Recognized in Florida Super Lawyers 2019

| June 2019

EDUCATION

J.D., high honors, Florida State University College of Law, 2011

Journal of Land Use and Environmental Law, Editor in Chief

Florida State Law Review

Book Awards: Legal Research and Writing I, Legal Research and Writing II, Criminal Law, Administrative Law, Florida Water Law

Order of the Coif

B.A., with honors, Political Science, University of Florida, 2007

B.A., with honors, Environmental Science, University of Florida, 2007

ADMISSIONS

Florida

Georgia

United States District Courts for the Northern, Middle and Southern Districts of Florida

United States District Court for the Middle District of Georgia

United States Court of Appeals for the 11th Circuit