FORDHARRISON

TODD S. AIDMAN

Partner / Tampa
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Todd Aidman devotes his practice to working with companies on a broad range of labor and employment matters.

He is experienced in complex and class action litigation and regularly practices in the trial and appellate levels of federal and state courts, as well as administrative agencies such as the EEOC and DOL.

Todd defends companies in a broad range of employment and labor disputes, including cases involving allegations of age, race, national origin, disability, sex discrimination, sexual and racial harassment, retaliation, fraud, defamation, negligent supervision and retention, and breach of contract. He also handles claims involving the FLSA, FMLA, ERISA, the WARN Act, employee handbooks, drug testing, misappropriation of trade secrets, and noncompetition agreements. Todd is nationally known for handling Title III ADA cases as well as collective actions brought under the FLSA. He provides around-the-clock, proactive, and common sense counseling and guidance to employers on every aspect of the employer-employee relationship including litigation and union avoidance. As a highly acclaimed and nationally recognized speaker and trainer, Todd regularly provides high-intensity, interactive seminars and classes for in-house counsel, human resource professionals, and management, and was a two-term chair of the Labor and Employment Section of the Hillsborough County Bar. Todd is a member of FordHarrison's Executive Committee, is the co-chair of the firm's Restaurant Practice Group, and serves on the EPLI and Management Committees.

In law school, Todd was on the Moot Court Board, served as a judicial intern for the Honorable Elizabeth Kovachevich, and interned with the Pinellas County State Attorney's office.

Representative Experience

- Represented a national retail company in a FMLA case.
- Represented a national retail company in a nation-wide wage and hour collective action.

EDUCATION

- Stetson University College of Law (J.D. , 1999)
- Stetson University (M.B.A., 1999)
- University of Florida (B.S., 1996)

BAR ADMISSIONS

- Florida

COURT ADMISSIONS

- U.S. District Court for the Southern District of Florida
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Northern District of Florida
- U.S. Supreme Court

FIRM LEADERSHIP

- Executive Committee
- Management Group
- Restaurant Practice Group, Co-Chair

- Assisted a multi-national corporation with protecting confidential and proprietary information through complex trade secrets litigation.
- Represented national restaurant chain in a unique Title III ADA case.
- Represented a taxi cab company in a disability discrimination case.
- *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request.*

Honors & Awards

- *The Best Lawyers in America* - Employment Law - Management, and Litigation - Labor and Employment (2023-2027)
- *The Legal 500 United States*, Recommended attorney in Labor & Employment - Labor and Employment Disputes (2020, 2021)
- "2025 Top Lawyers" in Employment Law (Mgmt), *Tampa Magazine*
- "Client Service All-Star," BTI Consulting Group (2020)
- "Florida Super Lawyers," *Super Lawyers* magazine
- "Top 40 Lawyers under 40," *Business Observer*
- "40 Under 40," *Tampa Bay Business Journal*
- "Legal Elite," *Florida Trend* magazine (2012, 2015, 2017, 2018, and 2019)
- "Up and Coming" lawyer, *Florida Trend* magazine
- "Thomson Reuters Stand-out Lawyer," Thomson Reuters (2026)

Memberships

- Hillsborough County Bar Association
- Academy of Florida Management Attorneys

News & Insights

- August 17, 2023 - Nineteen Florida-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Eight Listed in Ones To Watch
- June 26, 2023 - Sixteen Florida-Based FordHarrison Attorneys Listed as 2023 Super Lawyers and Rising Stars

Offices

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