FORDHARRISON

HOWARD M. WALDMAN

Counsel / Orlando
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Howard ("Howie") Waldman's legal practice is entirely focused on representing clients in issues related to labor and employment law.

Howie has handled a broad range of employment law issues on behalf of clients including claims of discrimination and retaliation, and challenges to employee discipline and discharge. He has appeared on behalf of clients in federal and state court, arbitration forums, and before federal and state administrative agencies such as the Equal Employment Opportunity Commission and the Florida Commission on Human Relations.

Before joining FordHarrison, Howie was an associate in the Orlando office of a Florida-based labor and employment law firm. Prior to pursuing a career in labor and employment law, Howie gained invaluable experience working for the National Football League for nine years in the field of labor operations and football administration, spending time with both the NFL League Office and the Chicago Bears.

Representative Experience

- Served as co-counsel where summary judgment was obtained on behalf of a Florida College, which was affirmed on appeal.
- Successfully defended a discrimination action on behalf of a Florida College.
- Served as co-counsel in successfully defending a school board's decision to terminate a teacher's employment.
- Served as co-counsel in obtaining dismissal of a lawsuit challenging a Florida Sheriff's Office's termination of a deputy.
- *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: Ones to Watch,* Labor and

EDUCATION

- Barry University (J.D., *summa cum laude*, 2017)
- University of Florida (B.S., *magna cum laude*, 2005)

BAR ADMISSIONS

- Florida

COURT ADMISSIONS

- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. Court of Appeals for the Eleventh Circuit

Employment Law - Management, and Litigation - Labor and Employment (2025 - 2027)

News & Insights

- March 05, 2026 - NLRB Formally Reinstates the 2020 Joint Employer Rule
- February 13, 2024 - The Fight Continues for Employee Status – Dartmouth Men's Basketball Players Are Employees Under the NLRA
- October 06, 2022 - NLRB Rules Employers Cannot Unilaterally Cease Dues Checkoff After CBA Expiration
- September 12, 2022 - NLRB Reaffirms "Special Circumstances" Test for Union Insignia Cases
- August 30, 2022 - FordHarrison Grows Quickly with Four Attorneys in Orlando Office

Offices

- *Orlando:*
  300 South Orange Avenue, Suite 1300
  Orlando, Florida 32801