

MELANY HERNANDEZ

Associate / Tampa

mhernandez@fordharrison.com / P: 813-261-7808



Melany Hernandez routinely represents management clients in employment litigation.

Her primary focus is on identifying and studying legal strategies that will yield the most favorable outcomes for her clients at both the state and federal level.

Melany's background is deeply rooted in the American dream, as she is a first-generation American born to Colombian immigrant parents. This inspiring dream has fueled her throughout her life. Over the years, she has had the privilege of working as the District Representative for former U.S. Congressman Francis Rooney, externing for U.S. Magistrate Judge Anthony Porcelli of the Middle District of Florida and serving on the editorial board of the Fort Myers News Press. Prior to joining FordHarrison, Melany was an associate at a large general services law firm where she represented clients in a variety of employment and business litigation matters.

While earning her J.D. at Stetson Law, Melany excelled academically and graduated cum laude at the top of her class. She was also a member of the law school's Alternate Dispute Resolution Team. Notably, her moot court team emerged victorious in the esteemed Richard DeWitt VIS Pre-Moot Competition, triumphing over 20 teams from 13 different countries. Melany also served as President of the law school's Hispanic Bar Association. Her commitment to pro bono work with Gulfcoast Legal Services' immigration department earned her recognition as a finalist for the Florida Bar's William Reece Smith Jr. Pro Bono Showcase. Upon graduation, Stetson Law acknowledged Melany's exceptional contributions to its community by presenting her with the Stephanie A. Vaughan Excellence in Advocacy Award, for excellence both inside and outside the classroom and an unwavering dedication to achieving outstanding advocacy.

Originally from Miami and now residing in Tampa, Florida, Melany is fluent in Spanish and is comfortable advising Spanish-speaking employers in all aspects of employment law.

EDUCATION

- » Stetson University College of Law (J.D., *cum laude*, 2022)
- » Florida Gulf Coast University (B.A., *cum laude*, 2018)

BAR ADMISSIONS

- » Florida

COURT ADMISSIONS

- » U.S. District Court for the Middle District of Florida

LANGUAGES

- » Spanish (fluent)

Memberships

- » SHRM Southwest Florida
- » Hispanic National Bar Association
- » Florida Bar's Diversity & Inclusion Committee

News & Insights

- » November 06, 2023 - "The U.S. Department of Labor's Proposed Overtime Changes: Employee Salary and Classification Considerations"
- » September 01, 2023 - DOL's New Proposed Overtime Rule Would Drastically Increase the Salary Threshold for the White Collar Overtime Exemption
- » August 21, 2023 - Celebrating Growth and Expertise: FordHarrison Introduces a Stellar Team of Eight New Attorneys

Offices

- » *Tampa:*
401 East Jackson Street, Suite 2500
Tampa, Florida 33602