

MELANY HERNANDEZ

Senior Associate / Tampa

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



Melany Hernandez routinely represents management clients in employment litigation.

Melany actively advocates for clients in state and federal court, and before government agencies, including the EEOC and Florida Commission on Human Relations. She has developed a strong foundation in advising employers across diverse industries, including healthcare, education, and hospitality. Her practice encompasses a wide range of employment law issues, including workplace discrimination, complex wage and hour disputes including collective actions, FMLA claims, and compliance with state and federal employment statutes. Melany also assists clients with drafting employee handbooks and state-specific addendums.

Prior to this role, Melany served as an Associate Attorney at a large general services law firm where she represented clients in a variety of employment and business litigation matters. Additionally, her earlier experience working for a U.S. Congressman and then externing for U.S. Magistrate Judge Anthony Porcelli of the Middle District of Florida, equipped her with invaluable experience in working efficiently with various branches of government.

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

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

LANGUAGES

- » Spanish (fluent)

employers in all aspects of employment law.

Honors & Awards

- » The *Best Lawyers in America: Ones to Watch*, Litigation - Labor and Employment and Labor and Employment Law - Management (2026)

Memberships

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

News & Insights

- » March 06, 2026 - Worker Classification in Focus: DOL Proposes Rule on Independent Contractor Status
- » December 22, 2025 - The EEOC Issues New Guidance Regarding Anti-American Discrimination
- » October 27, 2025 - Social Media, Free Speech, and the Workplace: Navigating the Modern Legal Landscape
- » 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

Offices

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