



Melanie L. Webber

Partner

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Service Focus

- Employee Leaves and Accommodations
- Labor Relations
- Mergers and Acquisitions
- Crisis Communications and Strategy

Industry Focus

- Automotive Dealership
- Hospitality
- Transportation and Supply Chain

Overview

Melanie Webber is a partner in the firm's Cleveland office and serves as chair of the firm's Women's Initiative and Leadership Council. She represents and advises clients in all aspects of HR, employment and labor relations matters, including FMLA, ADA, FLSA and NLRA compliance, leaves of absence, terminations, severance agreements, reductions-in-force, wage-hour and employment practices audits, and supervisor and manager training.

Over her career, she has represented and advised many employers on traditional labor issues and has significant experience guiding clients during union organizing campaigns, including helping her clients with union awareness by identifying workplace issues and creating strategies to effectively address them.

Melanie also has defended non-union and unionized employers in unfair labor practice and representation election proceedings before numerous NLRB regions across the country. She also has experience in handling grievance arbitrations and negotiating collective bargaining agreements.

Melanie believes in developing positive, proactive employee relations programs (including employee engagement surveys) with her clients and can guide them through employment practices, HR and wage-hour audits.

In addition, she helps clients develop practical and lawful personnel policies and procedures and provides them with valuable insight regarding potential HR issues throughout the employment life cycle.

An engaging speaker, Melanie frequently conducts supervisor and management trainings for employers, as well as presentations to her peers, on a variety of employment law issues, including maintaining union-free status, the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), harassment prevention, and managing employees under a union contract.

Before practicing law, Melanie worked in human resources management at two Northeast Ohio area manufacturing companies.

Credentials

Education

- J.D., 1998, Cleveland State University, Cleveland-Marshall College of Law
- B.B.A., 1995, cum laude, Cleveland State University

Bar Admissions

- Ohio

Court Admissions

- U.S. District Court for the Northern District of Ohio

Affiliations

Professional Activities

- Chair, Fisher Phillips Women's Initiative and Leadership Council
- Member, Cleveland Metropolitan Bar Association, Women In Law Section
- Member, Ohio Women's Bar Association
- Member, Ohio Bar Association
- Member, American Bar Association, Labor & Employment Section
- Member, Society for Human Resource Management (SHRM)
- Member, National Association of Women Lawyers

Community Activities

- Towards Employment, Board Member
- Project: Learn, Past Board President
- Friends of Project: Learn, Member

Insights

NEWS

04/23/25

Law360 Covers Launch of Firm's Crisis Communications and Strategy Group

John M. Polson, Rick Grimaldi, Jeannie Muzinic, Melanie L. Webber

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NEWS

04/22/25

Fisher Phillips Launches Crisis Communications Practice, Merging Legal Strategy with Public Relations Experience

Rick Grimaldi, Jeannie Muzinic, John M. Polson, Melanie L. Webber

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INSIGHTS

02/28/25

FP Pop Quiz: How Much Do You Know About International Women's Day and Gender Equity in the Workplace?

LaKisha M. Kinsey-Sallis, Samantha Sherwood Bononno, Melanie L. Webber

[Read more →](#)

NEWS

12/09/24

Cleveland Partners Co-Author Article in Crain's Previewing Labor Relations Under President-Elect Trump

Melanie L. Webber, Richard A. Millisor

[Read more →](#)

EVENT

10/09/24

When a Crisis Strikes – Essential Steps to Minimize the Negative Impact

Melanie L. Webber, Rick Grimaldi, Jeannie Muzinic

[Read more →](#)

INSIGHTS

07/26/24

Olympic Moms Are Changing the Game and So Can You: 5 Ways Employers Can Support the Olympic Feat of Balancing Work and Family

Lauren Laing, Samantha Sherwood Bononno, Melanie L. Webber

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INSIGHTS

06/24/24

A 10-Step Crisis Communications Playbook for Employers

Rick Grimaldi, Jeannie Muzinic, Melanie L. Webber

[Read more →](#)

INSIGHTS

05/31/24

Workplace Law Update: 10 Essential Items on Your June To-Do List

Sheila M. Abron, Steven M. Bernstein, Amanda M. Blair, Kathleen McLeod Caminiti, Melissa Camire, Michael D. Carrouth, Jessica D. Causgrove, J. Micah Dickie, Benjamin Dudek, Usama Kahf, Anne Yarovoy Khan, Vance O. Knapp, Matthew R. Korn, Todd B. Logsdon, Emily N. Litzinger, Todd A. Lyon, Richard R. Meneghello, Karen L. Odash, Alden J. Parker, Deniz Uzel Reilly, Robin Repass, Andria Lure Ryan, Jennifer B. Sandberg, J. Hagood Tighe, Travis Vance, David J. Walton, Melanie L. Webber, Erica G. Wilson

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INSIGHTS

05/03/24

Workplace Law Update: 12 Essential Items on Your May To-Do List

Sheila M. Abron, Brian Balonick, Steven M. Bernstein, Risa B. Boerner, Raeann Burgo, Kathleen McLeod Caminiti, Melissa Camire, Michael D. Carrouth, Jessica D. Causgrove, J. Randall Coffey, Jonathan Crook, Leanne Lane Coyle, Alex G. Desrosiers, J. Micah Dickie, Benjamin M. Ebbink, Michael P. Elkon, Rick Grimaldi, Matthew Guerrero, Edward F. Harold, Usama Kahf, Braden Lawes, Aymara Ledezma, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Richard R. Meneghello, Jacklin Rad, Deniz Uzel Reilly, Robin Repass, Jeffrey Shapiro, Christopher P. Stief, J. Hagood Tighe, Joshua D. Nadreau, Travis Vance, David J. Walton, Melanie L. Webber, Robert Yonowitz

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EVENT

04/30/24

Labor Relations in a Time of Increasing Unionization: An Immersive Boot Camp Hosted by FP Cleveland

Melanie L. Webber, David E. Schreiner, Jeffrey D. Smith, Rick Grimaldi, Raeann Burgo, Brian Balonick, Gary D. Baker, Jr.

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