



Melanie L. Webber

Partner

Cleveland

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Service Focus

- Employee Leaves and Accommodations
- Labor Relations
- Mergers and Acquisitions

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

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, Nicholas G. Anhold

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PUBLICATION

03/26/24

Chair of Women's Initiative and Leadership Council Talks to Law360 About Balance

Melanie L. Webber

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PUBLICATION

03/13/24

Republished Insight: Puff, Puff, Passed: A 6-Step Plan for Ohio Employers as Recreational Marijuana Legalized

Katherine J. Mills, Robert M. Robenalt, Melanie L. Webber

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PUBLICATION

12/04/23

Crain's Cleveland: Detailing a Recent NLRB Decision and Its Likely Impact on Employer Handbooks

Melanie L. Webber, Brian Balonick

[Read more →](#)

INSIGHTS

12/01/23

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

Emily Alvarez, Cheryl L. Behymer, Amanda M. Blair, Jessica D. Causgrove, Deepa K. Desai, Melissa A. Dials, Brian J.

Gershengorn, Jennifer S. Kiesewetter, Courtney Leyes, Richard R. Meneghello, Katherine J. Mills, Joshua D. Nadreau, Raymond W. Perez, Robert M. Robenalt, Shane Stover, Melanie L. Webber, Sarah Wieselthier

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Fisher Phillips Once Again Recognized for “Tipping the Scales” Towards Gender Parity

Melanie L. Webber

[Read more →](#)

INSIGHTS

11/08/23

Puff, Puff, Passed: A 6-Step Plan for Ohio Employers as Recreational Marijuana Legalized

Katherine J. Mills, Robert M. Robenalt, Melanie L. Webber

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EVENT

09/12/23

Dust Off Your Employee Handbooks – It’s Time to Review the Practical Impacts of the NLRB’s Stericycle Decision

Melanie L. Webber, Brett Holubeck

[Read more →](#)

INSIGHTS

09/01/23

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

Alba V. Aviles, Brian Balonick, Steven M. Bernstein, Raeann Burgo, Kathleen McLeod Caminiti, Michael D. Carrouth, Charles S. Caulkins, Jessica D. Causgrove, Steven R. Cupp, Patrick M. Dalin, J. Micah Dickie, Joseph W. Gagnon, Lonnie D. Giamela, Marty Heller, Brett Holubeck, Wendy Hughes, Corina Johnson, Jennifer S. Kiesewetter, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Eleanor F. Miller, Andreas Mosby, George A. Reeves III, Deniz Uzel Reilly, J. Hagood Tighe, Travis Vance, Melanie L. Webber, Sheila M. Abron

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INSIGHTS

08/09/23

EEOC Proposes Regulations for New Pregnant Worker Accommodation Law: 7 Key Takeaways for Employers

Jessica D. Causgrove, Emily N. Litzinger, Deniz Uzel Reilly, Melanie L. Webber

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