GRAYROBINSON



Stephanie Marchman

General Counsel
Labor and Employment Deputy Section Chair

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Focus

- Labor and Employment
- Litigation
- Government
- Trade Secret, Noncompete and Unfair Competition
- Media and First Amendment Law

Management-side labor and employment lawyer for corporations, local governments, and nonprofit organizations across Florida. Sought after for substantial government sector experience and proper handling of high-profile workplace investigations.

Stephanie Marchman, board-certified in Labor and Employment Law by The Florida Bar, represents leading private and public sector employers across Florida in all aspects of labor and employment law. A pragmatic and thoughtful advisor, she has defended clients in arbitrations and administrative, state, and federal litigation for over two decades. Stephanie guides clients through day-to-day challenges faced by employers in workplaces of various sizes and industries and provides in-depth legal counsel on complex disputes and litigation. Ever mindful of how changing social norms influence workforce trends, she advises clients on a range of evolving employment law issues surrounding remote work, social media, mental health, workplace safety, and the gig economy. Stephanie is trusted by clients to conduct sensitive investigations into sexual harassment and assault, as well as complaints against elected officials, board members, and executives.

Stephanie provides the full complement of labor and employment law counseling and support services, including negotiating labor and executive agreements, handling impasse resolution and PERC proceedings for public employers, and developing sound employment policies, practices, and customized workforce training. Stephanie also counsels public clients on constitutional, ethics, and sunshine law requirements and provides general legal counsel to governmental, quasi-governmental, and nonprofit boards.

In addition to her active client practice, Stephanie serves as GrayRobinson’s general counsel, protecting the firm and its clients by providing counsel on risk management, professional liability, compliance, contracts, personnel matters, and ethical obligations.

Stephanie began her career as a law clerk to the Honorable William Terrell Hodges in the U.S. District Court for the Middle District of Florida. Following her clerkship, she served as an assistant city attorney for the City of Gainesville for more than a decade.

Recognition

- Alan B. Bookman Service in Leadership Award, 2024
- *Best Lawyers in America*, 2022-2027
  - Employment Law - Management
  - Labor Law - Management, Lawyer of the Year, 2027
  - Litigation - Labor and Employment
- James L. Tomlinson Professionalism Award, 2025
- Florida *Super Lawyers*
  - Employment and Labor, 2023-2026
- *Florida Trend*, Legal Elite
  - Labor and Employment, 2020, 2022, 2024
- *Florida Trend*, Legal Elite NOTABLE: Women Leaders in Law, 2025
- *The Gainesville Sun*, 40 under 40 List, 2018
- *Guide to Greater Gainesville*, Fierce Award, 2023

Insights

- "AI in the Workplace: Trends, Legal Compliance, and Best Practices," Workplace Legal Briefings Webinar Series, September 23, 2026
- "Modern Challenges: Technology in the Practice of Law," Presenter, 2026 Family Law Section Leadership Retreat, The Florida Bar, August 28, 2026
- "AI in the Workplace: Implications for Employers," Presenter, 16th Annual Gainesville-Alachua County Employment Law Seminar, June 30, 2026
- "The Florida Bar, Labor and Employment Section, Board Certification Town Hall Q&A Webinar," The Florida Bar Labor and Employment Law Section, February 9, 2026
- "Navigating Today's Human Resource Accommodation Requirements," The Florida Bar Corporate Counsel Committee Meeting, October 29, 2025
- "Sunshine Law/Ethics Considerations in Collective Bargaining," 51st Annual Public Employment Labor Relations Forum, October 16, 2025
- "Accommodating Pregnancy and Religion in the Workplace," 15th Annual Gainesville-Alachua County Employment Law Seminar, June 25, 2025
- "Classifying Employees Correctly: Exempt vs. Non-Exempt and New Rules for Independent Contractors," Presenter, 2025 HR Summit, Florida Conference of Seventh-day Adventists, April 9, 2025
- "How to Get To and Through a Florida Public Sector Labor Impasse," Palm Beach County Bar Association's Employment Law Committee, February 25, 2025
- "Top 10 Things Start-Ups Need to Know About Labor and Employment Law," UF Innovate Lunch and Learn, February 19, 2025
- "Elected Officials: The Ethics and Risks in Shifting Roles," 50th Annual Public Employment Labor Relations Forum, October 17, 2024
- "Mental Health in the Workplace: What Every Employer and Employee Should Know," Florida Department of Health, August 15, 2024
- "Accommodation Claims Update," The Florida Bar's 24th Annual Labor and Employment Law Update and Certification Review, January 26, 2024

- "Handbook Harmony: Navigating the Symphony of Policy Updates in the Workplace," GrayRobinson Labor and Employment Webinar, January 23, 2024
- "How The Florida Bar Protects and Serves the Public," Gainesville Rotary Club, September 2023
- "Navigating the 2023 Labor and Employment Law Landscape: What Employers Should Know," GrayRobinson Labor and Employment Webinar, June 15, 2023
- "Florida's SB 256: What Public Employers Need to Know," GrayRobinson Labor and Employment Webinar, June 15, 2023
- "Sexual Harassment: Best Practices to Prevent & Respond to Complaints," 12th Annual Gainesville-Alachua County Employment Law Seminar, June 2023
- "Lawyer Regulation and Discipline: Grievance Committee Panel Discussion," University of Florida Levin College of Law, January 2023
- "Patent Law Class: Federal Litigation Practice," University of Florida Levin College of Law, October 2022
- "Mental Health in the Workplace," 48th Annual Public Employment Labor Relations Forum, The Florida Bar, October 2022
- "Addressing Barriers to Employment," Alachua County 11th Annual Employment Law Seminar, June 2022
- "The Why and How of Conducting Employment Background Checks," Florida Conference of Seventh-day Adventists HR Summit, April 2022
- "Virtual Town Hall," Florida Bar Board of Governors, 8th Circuit, September 2021
- "Recent Developments in Employment Law," Alachua County Tenth Annual Employment Law Seminar, June 2021
- "Public Employee Free Speech Rights from Midnight Tweets to the Sunshine," Florida School Board Attorneys Association (FSBAA) Winter Conference, February 2021
- "Employment Agreements," The Florida Bar Young Lawyers Division Basic Transactional Law Session, February 2021
- "First Amendment and Public Employment in the Age of the Cancel Culture," 46th Annual Public Employment Labor Relations Forum, October 2020
- "Social Media and Public Employee Speech in the Era of Presidential Tweets," The American Association of School Personnel Administrators Virtual Conference, October 2020
- "Freedom to Protest: First Amendment Rights," University of Florida Law Student Bar Association, October 2020
- "Standards in Arbitration" and Arbitrator for Mock Arbitration, Florida Public Employer Labor Relations Association Public Sector Labor Relations Professional Certification Program, September 2020
- "CARES Act Guidance from Local Experts," Greater Gainesville Chamber Webinar, April 2020
- "PERC-Jurisdiction and Pre-hearing Process," The Florida Bar "Practicing Before State Labor and Employment Agencies" Seminar, March 2020
- "Is Arbitration Arbitrary? You Decide," GrayRobinson Labor and Employment Seminar, November 2019
- "Social Media Policies for Public Employers," Florida Educational Negotiators Meeting, October 2019

- "Labor Impasse Hearings," Florida Municipal Attorneys Association 38th Annual Seminar, July 2019
- "Employee Speech in the Era of Presidential Tweets," Gainesville-Alachua County Employment Seminar, June 2019
- "Abuse Awareness and Prevention," Harden Seminar, May 2019
- "Best Practices in Conducting Police Misconduct Investigations," Government Operations and Liability Committee of the ABA Section of State and Local Government Law Hot Topics Presentation, March 2019
- "The #MeToo Movement and The Bar," Marion County Bar Association Luncheon, February 2019
- "Public Employees Relations Act," 19th Labor and Employment Law Annual Update and Certification Review, January 2019
- "Employment Matters for Startups," UF|Innovate - Sid Martin Incubator, January 2019
- "What the Bar Should Know About #MeToo," Marion County Bar Association Luncheon, February 2019
- "Public Employee Relations Act," 19th Labor and Employment Law Annual Update and Certification Review, January 2019
- "What Public Employers Should Do in the Wake of #MeToo," The Florida Bar's 44th Annual Public Employment Labor Relations Forum, October 2018
- "What Employers Should Do in the Wake of #MeToo," #MeToo Sexual Harassment Avoidance Seminar, July 2018
- "Conducting Effective Sexual Harassment Investigations in the Wake of the #MeToo Movement," Gainesville-Alachua County Employment Seminar, June 2018
- Co-presenter, "Conducting Effective Internal Investigations," GrayRobinson 21st Annual Employment Law Seminar, Orlando, April 2018
- "Constitutional Revision Commission," Chiefland Rotary, Alachua League of Women Voters, Ocala Chamber of Commerce, Alachua County Citizens Academy, Spring 2018

Affiliations

- 8th Judicial Circuit Bar Association
  - President, 2016-2017
  - Board Member, 2013-2018
  - Leadership Roundtable
- The Florida Bar
  - Board of Governors, 8th Judicial Circuit Representative, 2017-present
    - Annual Convention Committee Liaison
    - Board Review Committee on Professional Ethics, Chair
    - Council of Sections, Liaison
    - Disciplinary Review Committee
    - Executive Committee
    - Labor and Employment Law Section Liaison
    - Program Evaluation Committee, Chair-Elect
    - Rules Committee
    - Strategic Planning Committee

        - Technology Committee, Chair
    - Labor and Employment Law Section, 2006-present
    - City, County and Local Government Law Section, 2006-present
- Gerald T. Bennett American Inn of Court, Member, 2014-2017, 2021-present
- Guardian ad Litem Volunteer, 2000-2001, 2003-2006, 2018-2019
- Florida Blue Key, 2023-present
- North Central Florida Chapter of the Federal Bar Association, President, 2008-2009
- Society for Human Resource Management, 2007-present
- UF Innovate | The Hub Advisory Board, 2018-present
- University of Florida
    - Law Center Association Board of Trustees, 2018-present
    - Adjunct Professor, Employment Discrimination Law

Media

- Mirror Image Leadership Academy, *The Ilene Silverman Show*, May 8, 2026
- "Stephanie Marchman Receives 8th Judicial Circuit Bar Association's Tomlinson Professionalism Award," *Florida Bar News*, June 2, 2025
- "Fierce Awards - The 2023 Class," *Guide to Greater Gainesville,* April 2023
- "Guide to Greater Gainesville Announces the 2023 Fierce Award Winners," *Alachua Chronicle,* January 25, 2023
- "How to address mental health issues in compliance with FMLA, ADA," *HR Dive*, November 3, 2022

Credentials

- J.D., University of Florida College of Law, 2004, *magna cum laude*
- B.S., University of Florida, finance, 1999, With Honors
- B.A., University of Florida, political science, 1999, With Honors
- Board-certified by The Florida Bar in Labor and Employment Law

Admissions

- Florida
- U.S. Supreme Court
- U.S. Court of Appeals for the 11th Circuit
- U.S. District Court for the Southern, Middle, and Northern Districts of Florida