



Alejandro I. Leiva

Partner

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Alejandro Leiva is a partner in the Labor and Employment and Litigation practice groups at Greenspoon Marder. Mr. Leiva represents both employers and employees in a wide range of workplace litigation matters. These include claims for breach of non-compete and non-solicitation agreements, employment discrimination, sexual harassment, wrongful termination, and unpaid wages, as well as claims under the Americans with Disabilities Act, the Family and Medical Leave Act, the Fair Labor Standards Act, the Pregnancy Discrimination Act, Title VII of the Civil Rights Act of 1964, the Florida Civil Rights Act of 1992, and other types of federal, state and local laws, rules and regulations governing the workplace.

In addition, Mr. Leiva provides guidance to employers of all industries and sizes on various aspects of the employment relationship including interviewing, hiring, employee discipline, termination, human resources management, and training. Such guidance also includes but is not limited to, the creation and negotiation of non-disclosure agreements, arbitration agreements, employment contracts, offer letters, and severance agreements, as well as the preparation of employee handbooks and other HR policies.

Mr. Leiva earned his Juris Doctor from Florida International University College of Law where he finished sixth in his class. During law school, Mr. Leiva was an active member of the Law Review and served on the Law Review's Executive Board as the President of the National Conference of Law Reviews. Prior to this, Mr. Leiva earned his bachelor's degree from St. Thomas University, graduating with honors.

Court Admissions

- U.S. District Court, Middle District of Florida
- U.S. District Court, Southern District of Florida

Bar Admissions

- Florida

Education

- J.D., Florida International University College of Law, *magna cum laude*, 2015
- B.A., St. Thomas University, Political Science, *summa cum laude*, 2011

Practice Areas

- Litigation
- Entertainment & Sports
- Labor & Employment
- Latin America

Speaking Engagements

- Featured Speaker, "Bill 1718 - What Your Business Needs to Know," Construction Financial Management Association, June 21, 2023
- Speaker, "Employers Beware: New President, New Cabinet, New Executive Orders, New HR Headaches" Greenspoon Marder webinar, February 25, 2021

Recognitions

- *U.S. News and World Report*, "Best Lawyers in America: Ones to Watch," Commercial Litigation, Litigation – Labor and Employment, 2023-2024

Publications

- Published, "Conducting Coronavirus Testing in the Workplace," *HRO Today*, May 7, 2020

In the News

- Quoted, "As Breakthrough Cases Rise, So Do Vaccination Mandates" *HR Magazine*, August 30, 2021
- Quoted, "Southwest flight attendant sues airline over husband's COVID-19 death" *CBS News*, April 30, 2021
- Quoted, "Weigh Risks in Using FFCRA's Small-Business Exemption," *HR Magazine* May 1, 2020
- Quoted, "Can Wellness Perks be Excluded From Employees' Regular Rate of Pay," *HR Magazine* January 8, 2020
- Employer Update on the FFCRA

News

- Greenspoon Marder Announces Partnership Promotions in 2024
- Greenspoon Marder Launches Latin America Practice Group
- Greenspoon Marder lanza su área de práctica de América Latina
- Greenspoon Marder Innovation Summit Webinar Recordings
- Employer Update on the FFCRA

Videos

- Innovative and Tactical HR Strategies for Turbulent Times
- Webinar: Employers Beware: New President, New Cabinet, New Executive Orders, New HR Headaches
- Webinar: Preparing Employers For Change in 2021: The November Election & Top Ten Implications For HR
- Webinar: The New Virtual Workplace – Unprecedented Legal Risks in Uncertain Times and Best Strategies to Navigate Them