



Maia Fleischman

Associate

Raleigh/Research Triangle | 984.844.7940 | mfleischman@bakerdonelson.com

Fort Lauderdale | 954.768.1600

Maia Fleischman assists clients in a broad range of litigation matters.

Maia Fleischman is an associate in Baker Donelson's Raleigh and Fort Lauderdale offices and works with clients on a variety of litigation matters with a focus on construction and labor and employment.

Ms. Fleischman represents owners, contractors, subcontractors, and design professionals in all aspects of construction disputes including litigation and arbitration, payment and performance bond claims, construction contract drafting, and contractor licensing issues. Her successful work for her clients has included receiving a complete defense verdict, plus awarded attorneys' fees, on behalf of a general contractor against claims brought by a subcontractor in an arbitration; securing a million-dollar settlement on behalf of a general contractor against a surety; obtaining summary judgment against a general contractor for breach of contract and against the general contractor's counterclaims in a dispute involving multiple properties; securing summary judgment domesticating a foreign judgment in Alabama against defaulted borrowers; and negotiating numerous favorable settlement agreements for clients in areas ranging from age discrimination and personal injury to construction defects.

She has a strong commitment to public service. Prior to joining Baker Donelson, Ms. Fleischman served as a voting rights fellow at the Alabama Disabilities Advocacy Program (ADAP). In that role, she worked on potential voting rights issues that intersected with disability rights and litigated Alabama's lack of safe and accessible voting process amid the COVID-19 pandemic. She also served as a legal fellow at the Southern Poverty Law Center (SPLC) in Miami, where she litigated systemic cases on behalf of detained individuals challenging conditions of confinement and lack of adequate health care.

Maia is fluent in Spanish.

Representative Matters

- Received a complete defense verdict, plus awarded attorneys' fees, on behalf of a general contractor against claims brought by a subcontractor in an arbitration.
- Secured a million-dollar settlement on behalf of a general contractor against a surety.
- Was granted a nationwide preliminary injunction and emergency motion for a subclass certification related to high-risk individuals in immigrant detention during the COVID-19 pandemic.
- Obtained a preliminary injunction on behalf of a putative class requiring a federal agency to reduce the population at three detention facilities and comply with the applicable regulations.
- Served as co-counsel in a two-week bench trial on behalf of Alabama voters with disabilities who required accommodations to vote safely during the COVID-19 pandemic.

Professional Honors & Activities

- Recipient – 2022 Baker Donelson Birmingham Office Pro Bono Award
- Judicial Intern – U.S. Magistrate Judge William Turnoff in the U.S. District Court for the Southern District of Florida (2016)
- Recipient – Baker Donelson's Birmingham Office Pro Bono Award (2022)

- Recipient – Honorable Theodore Klein Endowed Scholarship, for excellence in advocacy and strong commitment to public service (2017)



Publications

- "Protecting Against the Impact of 2025 Tariffs on Construction Costs" (March 2025)
- "The EEOC is Actively Targeting the Construction Industry," republished February 6, 2023, in *Construction Executive* (January 2023)
- "Alabama Design Professionals: New Law Could Affect Your Contract Provisions for Liability" (August 2021)
- Co-author – "Prison By Any Other Name: A Report On South Florida Detention Facilities," published by The Southern Poverty Law Center and Americans for Immigrant Justice (December 2019)
- "Budget Cuts Threaten Potential Disintegration of the Violence Against Women's Act," *University of Miami School of Law Inter-American Law Review* (March 2017)



Speaking Engagements

- "Voting Accessibility and Rights," Alabama Care (November 2020)
- Panelist – "Voting Rights," University of Alabama School of Law (October 2020)
- Panelist – "Fighting for the Release of Detained Immigrants During COVID-19," National Lawyers Guild (June 2020)
- Panelist – "Health and Immigration Detention Amid the COVID-19 Pandemic," Physicians for Human Rights, The Cornell Law School Migration and Human Rights Program and Cornell University Office of Engagement Initiatives (June 2020)



Webinars

- What You Need to Know: Preparing for the EEOC's Five-Year Focus on the Construction Industry (July 2023)



Education

- University of Miami School of Law, J.D., 2018, cum laude
 - Articles & Comments Editor – *University of Miami School of Law Inter-American Law Review*
- University of Florida, B.S., 2012



Admissions

- Alabama, 2021
- Florida, 2018
- North Carolina, 2024
- U.S. District Court for the Middle District of Alabama, 2021
- U.S. District Court for the Northern District of Alabama, 2021
- U.S. District Court for the Southern District of Florida, 2019