

MARC A. SUGERMAN

Partner / Orlando

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Marc Sugerman's legal practice is exclusively focused on the representation of clients in issues related to traditional labor and employment law.

Marc routinely handles labor arbitrations, collective bargaining negotiations, and impasse proceedings on behalf of his clients. He also represents clients in traditional labor litigation matters before the Florida Public Employees Relations Commission and the National Labor Relations Board.

Although traditional labor is Marc's primary focus, he also maintains a robust trial practice, litigating a variety of employment disputes in state and federal court, including civil rights and wage/hour cases. Marc has also appeared on behalf of clients in administrative proceedings such as Department of Labor audits, civil service hearings, and administrative disciplinary hearings, and has appeared before the U.S. Equal Employment Opportunity Commission and the Florida Commission on Human Relations.

In addition to his traditional labor and employment litigation practice, Marc is devoted to providing preventative counseling via day-to-day advice as well as management training for clients in the public and private sectors on a variety of employment issues, including wage and hour, antidiscrimination, workplace harassment, family and medical leave, and employee discipline.

Marc is an accomplished speaker and workplace law trainer and has presented on labor and employment issues to the Florida Bar Labor and Employment Section, the Florida Sheriff's Association, the Florida College System Council of Business Affairs, the Orange County Bar Association, and the Florida Educational Negotiators. He currently serves on the Orange County Citizens Review Panel for Human Services, which allocates county funding to non-profit organizations benefitting children and family services. He is also a member on the Board of Directors for the Roth Family Jewish Community Center of Greater Orlando.

Marc grew up in Akron, Ohio and remains an avid Cleveland sports fan. He lives in Orlando with his wife Samantha and their two

EDUCATION

- » University of Akron School of Law (J.D., 2008)
- » The Ohio State University (B.A., 2005)

BAR ADMISSIONS

- » Florida

COURT ADMISSIONS

- » U.S. District Court for the Middle District of Florida
- » U.S. District Court for the Northern District of Florida
- » U.S. District Court for the Southern District of Florida
- » U.S. Court of Appeals for the Eleventh Circuit

children.

Representative Experience

- » Prevailed in an unfair labor practice alleging a failure to bargain on behalf of a county government employer.
- » Prevailed in an arbitration involving an employee seeking indemnification from employer for a civil judgment.
- » Prevailed in an arbitration challenging an employer's random drug testing program.
- » Obtained a defense verdict in a race harassment federal jury trial.
- » Obtained a defense verdict in a national origin discrimination federal jury trial.
- » Obtained a directed verdict in an age discrimination state jury trial.
- » Obtained a defense verdict in a race discrimination state jury trial.
- » Prevailed in a lawsuit asserting a breach of collective bargaining agreement against a county government.

Honors & Awards

- » *The Best Lawyers in America*, Employment Law - Management, Litigation - Labor and Employment
- » "Florida Rising Stars," *Super Lawyers* magazine, 2016 - 2023

Memberships

- » Shalom Orlando Board of Directors
- » Orange County Citizens' Review Panel for Human Services
- » The Florida Bar Association
- » Orange County Bar Association

News & Insights

- » August 17, 2023 - Nineteen Florida-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Eight Listed in Ones To Watch
- » June 26, 2023 - Sixteen Florida-Based FordHarrison Attorneys Listed as 2023 Super Lawyers and Rising Stars
- » May 22, 2023 - Florida's New Law Overhauls Public Sector

Labor Laws Related to Dues Deduction and Labor
Organization Registration

- » August 30, 2022 - FordHarrison Grows Quickly with Four Attorneys in Orlando Office

Offices

- » *Orlando:*
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