

MARC A. SUGERMAN

Partner / Orlando

msugerman@fordharrison.com / P: 407-418-2308



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

Marc's traditional labor law experience encompasses numerous industries, including health care, entertainment, law enforcement, and local government. He routinely handles labor arbitrations, collective bargaining negotiations, and impasse proceedings, as well as unfair labor practice charges and representation elections, before the Florida Public Employees Relations Commission and the National Labor Relations Board.

Although traditional labor is Marc's primary focus, he is a trial lawyer at heart. He has tried six jury trials and maintains a robust trial practice, litigating a variety of employment disputes in state and federal court. 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 union avoidance, wage and hour, antidiscrimination, workplace harassment, 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 Public Employer Labor Relations Association, the Florida Sheriff's Association, the Florida College System Council of Business Affairs, the Orange County Bar Association, and the Florida Educational Negotiators. He is also a member on the Board of Directors for Shalom Orlando.

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

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

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 on the basis of procedural arbitrability on behalf of a health care employer.
- » Prevailed in a contract interpretation arbitration challenging a health care employer's contractual right to increase weekend requirements.
- » Lead negotiator for numerous clients in health care, law enforcement, and local government.
- » 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 (2024-2026)
- » "Florida Rising Stars," *Super Lawyers* magazine, (2016 - 2023)

Memberships

- » Shalom Orlando Board of Directors (2020-2025)
- » Orange County Citizens' Review Panel for Human Services (2019-2021)
- » The Florida Bar Association
- » Orange County Bar Association

News & Insights

- » March 05, 2026 - NLRB Formally Reinstates the 2020 Joint Employer Rule
- » June 28, 2024 - Supreme Court Overrules Chevron Deference in 6-3 Decision
- » 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

Offices

- » *Orlando:*
300 South Orange Avenue, Suite 1300
Orlando, Florida 32801