FORDHARRISON

JESICA P. FICO

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Jesica Fico's legal practice is entirely focused on the representation of management clients in labor relations and employment law disputes.

Jesica represents employers in a broad range of labor and employment matters, with a particular focus on employment litigation, workplace investigations, and advice and counseling. She represents employers in matters involving discrimination, retaliation, harassment, disability accommodations, family and medical leave, wage and hour compliance, and other employment-related claims under federal and state law, handling matters from pre-litigation through appeal. She also conducts workplace investigations, and advises clients regarding employment policies, workplace practices, and compliance obligations.

In addition to her employment litigation practice, Jesica has experience representing employers in proceedings before the National Labor Relations Board, including participating in hearings before NLRB Regional offices. She also counsels clients regarding traditional labor matters and develops and presents training on labor and employment issues.

Prior to joining FordHarrison, Jesica completed an internship with the National Labor Relations Board in Tampa, where she attended case management meetings, conducted legal research, prepared investigative reports, and observed and assisted with new charge affidavit interviews. While in law school, she was a finalist in the 1L Mock Trial Competition, a Senior Stetson Ambassador, and a Senior Associate Member of the Stetson Business Law Review Journal. She also provided pro bono legal services through Bay Area Legal Services and received the William F. Blews Award in recognition of her commitment to pro bono service.

Before attending law school, Jesica spent nearly five years as a litigation paralegal, gaining experience across a broad range of matters and developing an early understanding of the challenges clients face during litigation and the importance of clear, practical communication. She is skilled at translating complicated legal issues into straightforward, actionable guidance, helping in-house counsel and HR leaders quickly understand the key risks,

EDUCATION

- Stetson University College of Law (J.D., *cum laude*, 2023)
- University of South Florida (B.A., *cum laude*, 2015)

BAR ADMISSIONS

- Florida

LANGUAGES

- Greek (fluent)

considerations, and business implications behind workplace decisions.

Representative Experience

- Served as second chair in a labor arbitration, assisting with case strategy, witness preparation, and presentation of the employer's case.
- Led multiple employment mediations on behalf of management clients, securing successful resolutions.
- Obtained summary judgment in favor of an employer client, resulting in dismissal of the claims prior to trial.
- Managed key aspects of employment litigation, including discovery, depositions, motion practice, settlement strategy, and hearing preparation.
- Counseled employers on litigation strategy and resolution of a range of workplace disputes.

Honors & Awards

- The *Best Lawyers in America: Ones to Watch,* Litigation - Labor and Employment (2027)

News & Insights

- October 12, 2026 - Florida Supreme Court Clarifies the Standard for Private-Sector Whistleblower Claims
- June 25, 2026 - "Hey Claude – Write Me a Lawsuit:" The Alarming Rise of Pro Se Plaintiffs Using AI Chatbots in Employment Law Claims
- March 20, 2026 - EEOC Hits "Rewind": What the Rescission of Harassment Guidance Means for Employers
- December 15, 2025 - The Florida Bar Labor and Employment Checkoff - December Issue
- June 24, 2024 - It's about Tyne to Try Something New: The Burden of the Standard of Proof

Offices

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