FORDHARRISON

SARA K. FINNIGAN

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Sara Finnigan is a strategic advocate and trusted advisor to employers navigating complex labor and employment challenges. She defends companies across diverse industries in matters involving discrimination, harassment, retaliation, wage and hour compliance, breach of contract, and class-wide claims, including EEOC pattern-or-practice claims.

Sara brings deep litigation experience in both state and federal courts throughout Florida and regularly represents employers before federal and state agencies, including the U.S. Equal Employment Opportunity Commission, U.S. Department of Labor, Florida Commission on Human Relations, and in proceedings before the Florida Division of Administrative Hearings. Beyond litigation, Sara counsels employers on proactive compliance strategies, conducts risk assessments, and drafts workplace policies and employee handbooks tailored to organizational goals. Her work reflects a deep understanding of the evolving regulatory landscape and a commitment to practical, business-minded solutions.

Before joining FordHarrison, Sara served as a judicial law clerk at Florida's Fifth and Sixth District Courts of Appeal, gaining valuable insight into appellate decision-making. She earned her J.D. magna cum laude from Florida State University College of Law, graduating in the top 5% of her class and receiving Order of the Coif honors. While in law school, she served as Managing Editor of the FSU Law Review; she also worked at the Florida Commission on Human Relations and a management-side labor and employment law firm.

Honors & Awards

- *The Best Lawyers in America: Ones to Watch,* Labor and Employment Law - Management, and Litigation - Labor and Employment (2025 - 2027)

News & Insights

- July 17, 2025 - Expansive Florida Noncompete Bill Becomes Law Without Governor's Signature

EDUCATION

- Florida State University College of Law (J.D., *magna cum laude*, 2021)
- University of Florida (B.S., 2014)

BAR ADMISSIONS

- Florida

- May 19, 2025 - Florida Legislature Passes Expansive New Noncompete Bill, Awaiting Governor's Signature
- May 05, 2025 - U.S. Department of Labor Announces It Will No Longer Enforce 2024 Independent Contractor Rule
- June 28, 2024 - Supreme Court Overrules Chevron Deference in 6-3 Decision
- May 20, 2024 - U.S. Supreme Court Unanimously Holds a Court Has No Discretion to Dismiss a Lawsuit Once It Compels a Case to Arbitration

Offices

- *Orlando:*
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