

NICHOLAS A. HUGUELET

Counsel / Tampa

nhuguelet@fordharrison.com / P: 813-261-7819



Nick Huguelet represents employers in all aspects of labor and employment law, with more than 15 years of experience advising and defending businesses, public entities, and insurers in complex workplace matters.

Nick serves as trusted counsel to organizations ranging from local employers to multinational corporations, providing strategic guidance on employment litigation, labor relations, workplace policies, and regulatory compliance.

Nick regularly defends employers in state and federal courts against claims involving discrimination, harassment, retaliation, wage and hour disputes, and leave-related issues. He also represents management in traditional labor matters, including collective bargaining negotiations, grievance arbitration, unfair labor practice proceedings, organizing campaigns, requests for information, and strike-related issues. In addition, he advises employers on multistate compliance concerns, drafts employment agreements and workplace policies, and counsels management on evolving labor and employment law developments.

Before joining FordHarrison, Nick practiced with leading labor and employment law firms, where he represented public and private sector employers in a broad range of workplace matters. Throughout his career, he has served as lead counsel in complex employment litigation, advised employers on labor relations strategy, partnered with Employment Practices Liability Insurance (EPLI) carriers in the defense and resolution of claims, and guided organizations through compliance challenges across multiple jurisdictions. He has also managed and mentored legal teams to ensure efficient and effective client service.

Nick is a frequent speaker and author on labor and employment law topics. He has presented labor and employment updates for professional and industry organizations, contributed to *Developing Labor Law*, and has been featured by television and radio news outlets discussing emerging workplace law issues.

Representative Experience

EDUCATION

- » University of Toledo College of Law (J.D., *cum laude*, 2010)
- » Michigan State University (B.A., 2007)

BAR ADMISSIONS

- » Michigan
- » Ohio

COURT ADMISSIONS

- » U.S. Court of Appeals for the Sixth Circuit
- » U.S. District Court for the Eastern District of Michigan
- » U.S. District Court for the Western District of Michigan
- » U.S. District Court for the Northern District of Ohio
- » U.S. District Court for the Southern District of Ohio

- » Represented national retail company in race discrimination case.
- » Represented automobile manufacturer in numerous employment arbitrations.
- » Represented airport authority in labor arbitration discharge case.
- » Represented hospital system in collective bargaining negotiations.
- » Represented construction company in fringe benefit fund audit.

Offices

- » *Tampa:*
401 East Jackson Street, Suite 2500
Tampa, Florida 33602