



AAA Mediation.org™

FN-1316019 MN-1316019 LN-1316019, Esq.

San Antonio, Texas

Current Employer-Title Ruben D. Campos Law Firm, P.C. - Arbitrator, Mediator, Attorney

Profession Attorney, Arbitrator, Mediator

Work History Arbitrator, Mediator, Attorney, Ruben D. Campos Law Firm, P.C., 2003 – Present; Attorney, Self-employed, 2002 – 2003; Attorney, Wickliff & Hall, 1996 – 2002; Attorney, Campos Figueroa Barrerra, 1993 – 1996; Attorney, Matthews & Branscomb, 1988 – 1993; Attorney, Ewers & Toothaker, 1984 – 1988.

Experience Over 40 years' experience in employment related claims, employment disputes, and personnel issues, including breach of contract, employment agreements, contracts, personnel policies, trade secrets, proprietary information, confidential information, covenants not to compete, non-solicitation agreements, contract violations, contract interpretation, retirement, constructive discharge, hostile work environment, overtime, seniority, shift changes, discharge, employment contracts, benefits, class actions, Fair Labor Standards Act wage and hour matters (overtime pay, off-the-clock work, minimum wage, regular rate, overtime premiums, exemptions from overtime pay, exempt status, etc.), FLSA individual and collective actions, sexual harassment, race harassment, religious discrimination, retaliation, whistleblower, employment discrimination (e.g. race, national origin, religion, sex, pregnancy, disability, language, citizenship, gender, color, uniformed services, military leave, and age discrimination), hiring, termination, demotion, promotion, transfer, layoffs, reduction in force (RIFs), tests, test validations, backpay, damages, plant shutdowns, shift changes, fringe benefits, severance pay, workers' compensation retaliation, constitutional violations (e.g., First Amendment, due process, equal protection), union contracts, bargaining rights, collective bargaining, teachers, proprietary information, municipal law, civil service, disability discrimination, reasonable accommodation, architectural and program accessibility under ADA, wrongful discharge, indefinite suspensions, police officers, firefighters, demotions, Section 143 Tex. Loc. Govt. Code, retaliation, discharge, discipline, promotion, Title VII, ADEA, 42 U.S.C Section 1981 and Section 1983, FMLA, EEOC, WARN, TCHRA, Americans with Disabilities Act, Equal Pay Act, Art. 451 claims, Chapter 21.001 Tex. Lab. Code, Sabine Pilots claims, public policy exceptions, and tort claims (e.g., privacy, defamation, fraud, estoppel, assault, battery, invasion of privacy, wrongful discharge, intentional infliction of emotional distress).

Mediator Experience Experienced mediating employment related disputes such as employment discrimination (e.g., sexual harassment, race discrimination, age discrimination, gender discrimination, etc.), retaliation claims, hostile work environment, internal grievances, and commercial/business contract disputes. Experience also includes seminar presentations of mediation techniques to human resources representatives.

Representative Issues Handled as a Mediator Experience includes mediating disputes involving employment discrimination and personnel issues such as sexual harassment, discharge, discipline, compensation, faculty tenure, conflict resolution in the workplace, hostile work environment, racial harassment, promotion, transfer, and business disputes.

Mediator Style & Process Preferences	Almost every case or dispute can be amicably resolved if the parties maintain an open mind and commit to working hard to arrive at a resolution. When a party's perspective initially is not conducive to a successful mediation, I attempt to sensitize the party to the risks of continuing the dispute, as well as to the immediate benefits derived from a prompt resolution. I am not just a "messenger." Instead, I take an active role in assisting the parties to acquire realistic expectations and to gain a better appreciation of the strengths and weaknesses of their litigation positions. I believe that my 35 plus years as an advocate/litigator provides a perspective that is of substantial value to the parties in this process.
Education	Columbia University (JD-1976); University of Texas (BA, Government, cum laude-1972)
Professional Licenses	Admitted to the Bar: Texas (1976); U.S. District Court: Western District of Texas, San Antonio Division
Professional Associations	State Bar of Texas; American Arbitration Association
Recent Publications & Speaking Engagements	Speaker, "Working with the ADA (and FMLA & Workers' Compensation)," Lorman Education Services, October 16, 2001; speaker, "Wage & Hour Law Update - Hours of Work," Lorman Education Services, August 7, 2001; speaker, "Employee Privacy in the Workplace," University of Texas Law School, 22nd Annual Corporate Counsel Institute, March 23, 2000.
Mediation Rate	\$3,800 Per Day
Languages	English, Spanish
Citizenship	United States of America
Locale	San Antonio, TX

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.