



AAA Mediation.org™

**FN-4761225 MN-4761225 LN-4761225,
Esq.**

Dallas, Texas



Current Employer-Title Burke Bogdanowicz, PLLC - Of Counsel

Profession Attorney, Arbitrator, Mediator

Work History Of Counsel, Burke Bogdanowicz, PLLC, 2023-Present; Of Counsel, Orenstein Law Group, 2016 – Present; Partner, Dykema Cox Smith, 2014-2016; Partner, K & L Gates, 2001-2014; Partner, Locke Liddell & Sapp (Locke Lord), 1998-2001; Partner, Jackson Walker, 1995-1998; Partner, McKenna & Cuneo, 1993-1995; Director, Office of Federal Contract Compliance Programs (OFCCP), US Department of Labor, 1991-1993; General Counsel, U.S. Office of Personnel Management (OPM), 1990-1991; Of Counsel, Epstein Becker & Green, 1987-1990; Attorney, U.S. Equal Employment Opportunity Commission (EEOC), 1980-1987.

Experience In private practice, represented clients in every aspect of the employer/employee relationship, including advice and counsel on all types of employment-related issues and litigation, including Title VII; Age Discrimination in Employment Act (ADEA); Americans With Disabilities Act (ADA); collective actions, classification, exempt and independent contractor issues under the Fair Labor Standards Act (FLSA); pay discrimination/disparities under the Equal Pay Act (EPA); compliance and pay issues under the Service Contract Act; and countless investigations alleging class-based discrimination in failure to hire and class-based pay disparities on the basis of sex under Executive Order 11246 enforced by the OFCCP.

Also counsel and represent plaintiffs in employment matters, including wrongful discharge litigation, FLSA exempt and classification issues and employment contracts.

Early career experience includes:

EEOC attorney in the Systemic Litigation Unit reviewing statistical data and other evidence for Commissioner charges; served as counsel to an EEOC Commissioner and advised and counseled on all policy and litigation matters.

General Counsel to U.S. Office of Personnel Management (OPM) overseeing all legal issues on the administration and enforcement of all civil service and ethics laws and made recommendations and

decisions on all legal matters affecting executive branch employees and worked with all federal employee unions on these issues.

Director of the Office of Federal Contract Compliance Programs (OFCCP) responsible for enforcement of Executive Order 11246 and participated in investigations and settlements of class-based failure to hire, train, promote based on prohibited basis; conducted numerous investigations and settlements on class-based pay disparities based on sex.

In private practice, represented clients in every aspect of the employer/employee relationship, including advice and counsel on all types of employment-related issues and litigation, including Title VII; Age Discrimination in Employment Act (ADEA); Americans With Disabilities Act (ADA); collective actions, classification, exempt and independent contractor issues under the Fair Labor Standards Act (FLSA); pay discrimination/disparities under the Equal Pay Act (EPA); compliance and pay issues under the Service Contract Act; and countless investigations alleging class-based discrimination in failure to hire and class-based pay disparities on the basis of sex under Executive Order 11246 enforced by the OFCCP.

Also counsel and represent plaintiffs in employment matters, including wrongful discharge litigation, FLSA exempt and classification issues and employment contracts.

Representative Issues Handled as a Mediator

Successfully mediated collective actions under the FLSA on issues related to donning and doffing of Personal Protective Equipment (PPE); non-payment of overtime; cash payment of wages to Agricultural workers and H1B visa workers and misclassification of exempt/non-exempt employees. Also successfully mediated numerous single-bases and class-based cases alleging race/sex/national origin discrimination under Title VII of the Civil Rights Act of 1964.

Mediator Style & Process Preferences

The purpose of mediation is to resolve a dispute between the parties, listening to all facts and reviewing all the evidence objectively. I approach mediation with an open and objective mind with a goal to attempt to resolve the dispute without being an advocate for either party.

Education

Antioch School of Law (Now DC School of Law) (JD-1979); University of Texas (BA-1975).

Professional Licenses

Admitted to the Bar: Texas (1981); all federal and state courts in Texas; U.S. Court of Appeals: 5th Circuit, 10th Circuit.

Professional Associations

Member, State Bar of Texas; Dallas Bar Association; Hispanic Bar Association.

Recent Publications & Speaking Engagements

“UTPA Foundation Board Recognizes Board Chairman, UTPA President,” Jaime Ramón, The Monitor
June 15, 2014

Representative Sample;

OFCCP Compensation Reviews/Issues, Dallas HR Legal Exchange Conference
January 10, 2017

“Are You a Government Contractor and Don’t Know It?” CLE Labor and Employment Workshop - Dallas
March 26, 2015

Labor and Employment Workshop: Are You a Federal Government Contractor and Don't Know it? - CLE Event
February 27, 2015

“President Obama’s Executive Orders: New Compliance Issues for Government Contractors/Sub Contractors,” speaker Jaime Ramón, Tesoro – San Antonio
September 24, 2014

ILG National Conference 2014, speaker Jaime Ramón, Washington, D.C. August 5, 2014

News

Jaime Ramón Comments on President Transferring Functions between EEOC and Labor Department in BloombergBNA

Report

May 24, 2017

Jaime Ramón Comments on Government Contract Audits in BloombergBNA The Daily Labor

Report

January 13, 2017

Jaime Ramón Quoted in Society for Human Resource Management Article About Interim Rule Protecting Wage Disclosure October 14, 2016.

Mediation Rate	\$3,500 Per Day
Languages	English, Spanish
Citizenship	United States of America
Locale	Dallas, 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.