



AAA Mediation.org™

**FN-5390054 MN-5390054 LN-5390054,  
Esq.**

**San Juan, Puerto Rico**



<b>Current Employer-Title</b>	Ferraiuoli LLC - Capital Member and Founding Partner (Labor and Employment Department)
<b>Professional Summary</b>	Seasoned litigator with many years of experience that provides legal support and solutions to employment controversies and commercial disputes. Also, a medical cannabis advocate skilled in the industry and the challenges within the workplace. A supporter of ADR and a firm believer that mediation and/or arbitration are, on most occasions, the best alternative. Knowledgeable in negotiation techniques, internal confidential investigations, reaching conclusions and providing recommendations. An accomplished public speaker. Recognized by peers and clients as a notable practitioner with an admirable professional track.
<b>Profession</b>	Attorney at Law, Arbitrator and Mediator.
<b>Work History</b>	Capital Partner and Founding Member, Ferraiuoli LLC, 2003-Present; Attorney, Manuel Porro-Vizcarra Law Offices, 1997-2003; Attorney, Sánchez-Alvarez & Cancel PSC., 1990-1997.
<b>Experience</b>	<p>Has been devoted to the legal practice in labor and employment matters and commercial law. Has experience representing employees, although in the last 25 years has focused on employer and management representation. Can provide dual perspective from employer and employee's side.</p> <p>Since 2012, has been recognized in Latin America Edition of Chambers &amp; Partners as notable practitioner in Labor and Employment matters in Puerto Rico.</p> <p>Has litigated disputes in areas such as discrimination (sex, age, impairment, religion, gender identity, sexual orientation), retaliation, claims of hours and wages, sexual and workplace harassment, FMLA, COBRA, WARN, unjustified termination, and consulting and advising in matters related to human resources, diversity and inclusion, including labor aspects of corporate acquisitions, mergers and start of operations, confidential information protection and labor audits and due diligence. Provides legal advice in the management of employer-employee relations with well-known and established national and local companies.</p> <p>Also, has developed expertise in performing internal confidential investigations, reaching conclusions and providing recommendations.</p>

Skillful in the medical cannabis employee and the workplace. Is an instructor at Cannaworks Institute, an educational entity authorized by the Puerto Rico Department of Health to provide training to the workforce of the medical cannabis industry. Through immersion in the Puerto Rico medical cannabis industry, has acquired experience in commercial and regulatory matters of the industry.

Has considerable experience in commercial practice. Specifically, represented companies in breach of contract, franchisee agreements, collection of monies, evictions, and non-competition agreement disputes. Advised companies in commercial disputes such as contractual and privacy issues and operational concerns. Managed and litigated products liability and medical malpractice controversies.

Has abundant experience as a public speaker. Is frequently engaged by employers and private entities, to provide training sessions regarding labor and employment matters. Has four courses approved by the Puerto Rico Supreme Court for CLE credits (The Trans Person in the Workplace, Medical Cannabis and the Workplace, Mediation as an Alternative to Litigation and Medical Cannabis, Body Piercing and Tattoos in the Workplace). Working on a fifth course regarding ADA and Mental Health.

Has participated in a mediation process with FINRA as a party and has over 10 years of experience in matters related to ADR. Has mediated multiple cases which have been closed with agreements. Has served as an arbitrator with the AAA on 4 occasions.

## **Mediator Experience**

Certified by the Puerto Rico Supreme Court as a Mediator and Arbitrator.

Speaker on Mediation as an alternative to resolving conflicts in the workplace. This course has been approved for CLE credits by the Puerto Rico Supreme Court.

Participated as a party in mediation proceeding regarding FINRA.

Provided legal advice to employers to implement in-house ADR programs and incorporate mediation and arbitration clauses in their contracts.

Has successfully mediated various controversies via the AAA and in ad hoc procedures. All mediation proceedings have closed with agreement.

Currently serving as co-arbitrator in a construction dispute.

## **Representative Issues Handled as a Mediator**

Recently successfully mediated an employment claim related to sex discrimination, retaliation and unjust termination. The employer was a multinational corporation ranked on the Fortune 500 and Fortune Global lists.

## **Mediator Style & Process Preferences**

Mediation is a unique opportunity for the conflicting parties to discuss and resolve, in their own terms, with the guidance of a neutral third party their dispute. The mediator must be skilled in active listening, in building trust and demonstrating concern and understanding of the topics and the needs of the participants. This will assist the parties in reaching agreements that fit their desires in an expedite manner. Being a voluntary and confidential process makes reaching a suitable agreement a possibility. Mediation demonstrates that in the middle of difficulties lies opportunity and that dialogue is the most effective way of resolving conflicts.

## **Technology Proficiency**

Proficient working with online platforms. Although prefer to conduct proceedings in person, willing and able to conduct proceedings using virtual platforms or hybrid.

## **Education**

Trinity College (BS-1987); University of Puerto Rico Law School (JD-1990); Harvard Law School-Executive Program, Program on Negotiation (May 2022).

Fully bilingual (Spanish and English). Spanish is native language.

## **Professional Licenses**

Admitted to the Bar: Puerto Rico (1991); US District Court: District of Puerto Rico (1991); US Court of Appeals: 1st Circuit (1991); US Supreme Court (2010).

Certified by the Puerto Rico Supreme Court as a Mediator (2013), and as an Arbitrator (2019).

**Professional Associations** Active member of the Society for Human Resources Managers Puerto Rico Chapter (SHRM-PR) and the Puerto Rico Manufacturers Association (PRMA).

**Recent Publications & Speaking Engagements** Considerable experience in public speaking. Have four courses certified as CLE by the Supreme Court of Puerto Rico.

For a complete and updated list of speaking engagements and publications please visit:  
<https://ferraiuoli.com/people/maria-judith-nani-marchand-sanchez/>

**Locations Where Parties Will Not be Charged for Travel Expenses** Any location in Puerto Rico. Also, to the following cities in USA: Philadelphia, New York, Boston and Fort Lauderdale.

**Mediation Rate** \$345 Per Hour

**Languages** English, Spanish

**Citizenship** United States of America

**Locale** San Juan, PR

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.