



AAA Mediation.org™

FN-7983 MN-7983 LN-7983, Esq.

Ponce, Puerto Rico

Current Employer-Title	Available for in-person hearings subject to standard safety rules such as face masking, distancing and vaccination. These will be the subject of consensus at some timely prior conference.
Profession	Attorney, Mediator
Work History	Attorney, 1979-Present; Executive Vice President/Board of Directors/Corporate Secretary, Sala Business Corp., 1978-1994 & 2002-Present; Director, Banco BBVA-PR, 1998-2012; Faculty, School of Law, Pontifical Catholic University of Puerto Rico, 1998-1999; Director/Assistant Secretary, PonceBank, 1993-1998; Secretary to the Board of Directors, Ponce Broadcasting Corp., 1986-1994; Director/Secretary, Ponce Park Development Corp., 1981-1994; Director/Secretary, WH-TV Broadcasting Corp., 1987-1993 & 2002-2008; Lecturer (Graduate School of Business), Pontifical Catholic University of Puerto Rico, 1987-1989; Lecturer, School of Business Administration, Pontifical Catholic University of Puerto Rico, 1982-1983; Associate, Lespier & Toro Law Offices, 1974-1977.
Experience	Law practice comprised of employment, labor, and related issues (50%), corporate law (10%), commercial and contract matters (10%), and arbitration (30%). Director of a NYSE commercial bank since 1993. Instructor of an ADR course at the Catholic University of Puerto Rico Law School.
Mediator Experience	Since 1974, participated in labor and employment mediation as a party representative and since 1998 has engaged in labor and employment cases as a mediator. Most interventions are in cases between employers and professional/or highly compensated executive individuals. Also mediated multi-employee group disputes with one employer. Recent mediations have involved construction disputes between main contractor and sub-contractor, ordered by US District Court.
Representative Issues Handled as a Mediator	Wrongful discharge and discrimination disputes; commission compensation and severance disputes; breaches of non-compete and confidentiality agreements; workmanship issues in construction dispute between contractor and sub-contractor.
Mediator Style & Process Preferences	<p>I facilitate the process and create a favorable environment amongst the parties by listening to each party, fact finding and setting aside bias. My focus is to ensure that the parties arrive at a self-derived solution.</p> <p>If an impasse occurs, I have the parties agree to reduce to writing the facts and interests which were agreed upon and accepted during the process. This will reduce the facts and issues remaining for the underlying litigation. At the end of the process, if the parties extend their consent, I will convey my inclination and opinion of strengths, weaknesses and likely outcome, in caucus or joint sessions, as preferred by the participants.</p>
Education	University of Miami (MBA-1978); University of Puerto Rico (JD-1973); Villanova University (BA, Political Science-1970).
Professional Licenses	Admitted to the Bar: Puerto Rico (1974), Florida (1978-inactive); U.S. District Court: District of Puerto Rico (1974); U.S. Court of Appeals, First Circuit (1987).

Professional Associations	American Bar Association (Labor Section; Business Section); Association of Labor Relations Practitioners; Florida Bar Association; Puerto Rico Bar Association; Federal Bar Association.
Mediation Rate	\$215 Per Hour
Languages	Spanish, English
Citizenship	United States of America
Locale	Ponce, 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.