



CARLOS R. PASTRANA

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PRACTICE AREAS

- ✔ Employment Litigation
- ✔ Litigation
 - Auto/Truck
 - Business
 - Contract
 - Insurance
 - Premises Liability
 - Product Liability

ADMISSIONS

- Admitted to practice in all state and federal courts in Wisconsin
- Admitted to practice in the Commonwealth of Puerto Rico
- Admitted to practice in the U.S. Circuit Court of Appeals for the First Circuit
- Admitted to practice in the U.S. Circuit Court of Appeals for the Seventh Circuit

License Date: 1/2003

BIOGRAPHY

I practice in all areas of labor and employment law, including matters involving discrimination, retaliation, sexual harassment, FMLA, wrongful termination, wage and hour, labor relations, unfair labor practices, unemployment insurance, workers compensation, workplace safety, and federal contractor issues. Other areas of expertise include general civil litigation, premises liability, personal injury, insurance litigation, and contract litigation.

I have litigated before local and U.S. Courts and agencies, including the Eastern and Western Districts of Wisconsin, the Northern District of Illinois, and the First and Seventh Circuits, U.S. Court of Appeals. I have also tried cases before the United States Equal Employment Opportunity Commission, the Wisconsin Equal Rights Division, the Wisconsin Employment Relations Commission, the Occupational Safety and Health Administration, the Wisconsin Department of Safety and Professional Services, the Financial Industry Regulatory Authority (FINRA), and the National Labor Relations Board.

Fully bilingual, I advise and train local, national, and international private and public sector employers with both English and Spanish-speaking unionized and non-unionized workforces on how to handle day-to-day issues that arise from managing employees. I also have experience providing legal advice in labor and employment matters to clients who are in the process of setting up, or who already have, operations in Wisconsin, California, Puerto Rico, and Latin America.

EDUCATION

- University of Puerto Rico School of Law, J.D.
- University of Central Florida, B.A. English Literature

PROFESSIONAL MEMBERSHIPS

- American Bar Association
- Hispanic National Bar Association
- Hispanic Professionals of Greater Milwaukee
- National Employment Law Council
- State Bar of Wisconsin

SPEAKING ENGAGEMENTS

- Presented three courses at the University of Wisconsin-Milwaukee. School of Continuing Education Labor Relations program:
 - “The National Labor Relations Act: Practical Considerations”
 - “Potential Landmines in the Interviewing and Hiring Process”; and
 - “How Employers can Defend Against Worker’s Compensation Claims”

PUBLICATIONS

- “Diversity: Is Your Law Firm Truly Committed?” September 2020 – *Wisconsin Lawyer*
- “Houses Passes Bill Which Would Narrow Definition of “Joint Employer”, August 2018 – MWH Blog
- “Seventh Circuit Clarifies Definition of “Constructive Notice” of Serious Health Condition” April 2018 – MWH Blog
- “NLRB Short-Circuits Electrical Company’s Decision to Terminate Employee for Facebook Posts”, November 2017 – MWH Blog
- “Navigating Social Media Landmines in the Workplace,” August 2017 – Wisconsin Municipal Mutual Insurance Company, Eau Claire, WI
- “Carlos Pastrana: From Puerto Rico to the Midwest,” June 2016 – *Wisconsin Lawyer*
- Edited the Wisconsin Chapter of the ABA Labor and Employment Law Section’s Employment at Will: A State by State Survey in 2013 and 2014.

COMMUNITY INVOLVEMENT

- Milwaukee County Civil Service Commission, Board Member, 2018 – Present
- Milwaukee County Personnel Review Board, Board Member, 2014 – 2015
- Great Lakes Community Conservation Corps, Inc., Board Member, 2013 – 2019
- La Casa de Esperanza, Board Member & Member of Executive Committee, 2014 – 2018
- Milwaukee Achiever Literary Services, Board Member, 2012 – 2015