



CARLOS R. PASTRANA

Partner, Milwaukee

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 **LinkedIn**

PRACTICE GROUPS:

Employment Litigation
General Litigation

EDUCATION & TRAINING

University of Puerto Rico, J.D., 2002

- University of Puerto Rico Law Review (Revista Jurídica de la Universidad de Puerto Rico)

University of Central Florida, B.A., English Literature, 1998

ADMISSIONS

Admitted to practice in all state and federal courts in Wisconsin

Admitted to practice in the territory 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: 2/23/2012

PROFESSIONAL MEMBERSHIPS

American Bar Association

Hispanic National Bar Association

Hispanic Professionals of Greater Milwaukee

National Employment Law Council

State Bar of Wisconsin

AWARDS/ACCOLADES

2024, 2025, 2026, and 2027 Edition of *The Best Lawyers in America*® for Litigation – Labor and Employment

“As one of very few attorneys from Puerto Rico in the Upper Midwest, I have a responsibility not only to my clients and my firm, but to my home country, my family, and all the teachers and mentors I have had along the way.”

For Carlos, it would be easy to feel by the amount of stress that comes with providing quality service to his labor and employment and litigation clients. To keep himself motivated, Carlos is reminded of Joe DiMaggio's answer to the question of why he always played hard: that there might be someone in the crowd who has never seen him play. Carlos says, "I often think that I might be the first person from my country that my client, my colleague, or the judge presiding over the case might have ever met, and that motivates me to be at my best at all times."

Carlos finds creative and expansive solutions for his public and private sector labor and employment and litigation clients on their most pressing issues, including:

- Discrimination and retaliation
- Sexual harassment
- FMLA
- Wrongful terminations
- Wage and hour matters
- Unfair labor practices and labor relations
- Workers' compensation
- Workplace safety
- Federal contractor issues
- General civil litigation
- Premises liability
- Personal injury
- Insurance litigation
- Contract litigation

Carlos is equally comfortable relating the strengths and weaknesses in the case to the CEO of a Fortune 500 company as well as the rank and file on the line. Clients appreciate Carlos' expressive personality.

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Fully bilingual, Carlos advises and trains employers with English and Spanish-speaking unionized and non-unionized workforces on how to handle day-to-day issues that arise from managing employees. He also has tried cases before 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. Carlos has also tried cases before the State of Wisconsin EEOC, Wisconsin Equal Rights Division, the Wisconsin Employment Relations Commission, OSHA, the Wisconsin Department of Safety and Professional Services, FINRA, and the NLRB.

THOUGHT LEADERSHIP

US Supreme Court Adopts New “Some Harm” Standard in Title VII Cases

April 17, 2024 – MWH Law Group

The New Year Brings Paid Time for (Almost) All Employees in Illinois

January 19, 2024 – MWH Law Group

Seventh Circuit Court of Appeals Upholds Employers’ Right to Place Conditions on Compensating Employees for Incidental Activities

October 30, 2023 – MWH Law Group

Noncompete Agreements Under Siege at the State and Federal Level

July 21, 2023 – MWH Law Group

Is Your Law Firm Truly Committed to Diversity?

September 8, 2020 – Wisconsin Lawyer

The Impact of COVID on the American Workplace

April 16-22, 2020 – El Conquistador Newspaper

House Passes Bill Which Would Narrow Definition of ‘Joint Employer’

November 15, 2017 – MWH Law Group

Carlos Pastrana: From Puerto Rico to the Midwest

June 1, 2016 – Wisconsin Lawyer