



Carlos J. Burruezo, Esq.

Attorney, Mediator & Arbitrator



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CAREER

Carlos, a seasoned attorney in the labor & employment field, has been practicing law for nearly 34 years. His experience includes tenures at several national employment and labor law firms, having served as a partner at Jackson Lewis, LLP, a founding and Managing Partner of the Orlando Office of Fisher Phillips, LLP, and founding and Managing Shareholder of the Orlando Office of Littler Mendelson, P.C. Carlos also has experience handling complex commercial, business and general civil litigation matters before state and federal courts.

After nearly 25 years of practice, Carlos decided to join his wife, Bertha, in providing pro-active, holistic, and balanced solutions for both employers and employees in the many areas of workplace law. Carlos' and Bertha's mission is to provide "big firm" expertise in a more intimate setting. His practice areas include:

SUBSTANTIVE LEGAL AREAS

- Race, color, religion, national origin, gender, pregnancy, disability, marital status, veteran status and sexual orientation discrimination
- Sexual and other harassment
- Retaliation & Whistleblower

- Wage & Hour
- Title VII of the Civil Rights Act of 1964
- Age Discrimination in Employment Act of 1967
- Equal Pay Act of 1973
- Florida Civil Rights Act of 1992
- Americans With Disabilities Act of 1990
- Family & Medical Leave Act of 1993
- Florida Whistleblower Law
- Florida Unpaid Wages Law
- Trials before federal, state and administrative agencies
- Representing clients at Mediations & Arbitrations
- Serving as a Mediator or Arbitrator

MEDIATIONS & ARBITRATIONS

Carlos' extensive knowledge of the law and thoughtful demeanor serve as powerful tools in assisting in the successful resolution of cases. He is an effective mediator and arbitrator, and serves on the American Arbitration Association's mediator and arbitrator panels. He routinely is appointed to serve as a mediator in federal and state-court litigation matters.

TRAINING, WORKSHOPS & AUDITS

- Supervisor Training
- Business Practices Audits
- Employment Policies & Procedures
- Workplace Investigations

TRIALS

Carlos has tried a number of cases involving a variety of employment laws, including:

- Racial discrimination (Title VII & Florida Civil Rights Act)
- Color discrimination (Title VII)
- Religion discrimination (Title VII)
- National origin discrimination (Title VII)
- Age discrimination (Age Discrimination in Employment Act)
- Disability discrimination (Americans With Disabilities Act)
- Gender discrimination (Title VII & Florida Civil Rights Acts)
- Sexual harassment (Title VII)
- Retaliation (Title VII)
- Family & Medical Leave (Family & Medical Leave Act)
- Employee Benefits (Employee Retirement & Income Security Act)

PROFESSIONAL & COMMUNITY AFFILIATIONS

- Member, The Florida Bar, 1990-Present
- Member, Hillsborough Bar Association, 2022 – Present
- Member, Hispanic Chamber of Commerce Tampa, 2022 - Present
- Member, South Tampa Chamber of Commerce, 2022 – Present
- Member, Tampa Hispanic Bar Association, 2022 - Present
- Member, Florida State Minority Supplier Development Council, 2017 - Present
- Member, Orange County Bar Association, 1990-2022
- Member, American Employment Law Council

- Member, National Employment Law Council, 2018 - Present
- Board Member, Aspire Health Partners, 2013-2015
- Board Member, The Center For Drug-Free Living, Inc., 1994-2013
- Board Chair, The Center For Drug-Free Living, Inc., 2010-2012
- Board Chair, Hispanic Chamber of Commerce of Metro Orlando, 2007
- Co-Chair, Hispanic Summit of Central Florida, 2007
- Board Member, Hispanic Business Initiative Fund, 2007
- President, Hispanic Bar Association of Central Florida, 1995-1996

PROFESSIONAL RECOGNITION

- Named, America's Leading Business Lawyers, Chambers USA, 2003-Present
- Named, Best Lawyers in America, 2006-2020
- Named, Best Lawyers – Orlando Magazine, 2004-2020
- Named, Superlawyer, 2013, 2015-2016
- Martindale-Hubbell, AV Preeminent Rating

EDUCATION

J.D., Cornell University Law School, 1989

B.S., University of Florida, 1986

BAR ADMISSIONS

Florida

COURTS

U.S. Supreme Court

U.S. Court of Appeals, 11th Circuit

U.S. Court of Appeal, 5th Circuit

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

U.S. District Court, Southern District of Florida

LANGUAGES

Spanish