



(He/Him)

Office Managing Principal, Miami

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Practices

- Hospitality
- Hotels
- International Employment
- Life Sciences
- Restaurants
- Technology
- Higher Education
- Sports
- Construction
- Real Estate

Education

- University of Puerto Rico Law School, J.D. 1996
- Washington University in St. Louis, B.A. 1991

Admitted to Practice

- 11th Circuit Court of Appeals 2007
- Florida - M.D. Fla. 2006
- Florida - S.D. Fla. 2006
- Florida 2006
- Puerto Rico - D. P.R. 1998
- 1st Circuit Court of Appeals 1997
- Puerto Rico 1997

Pedro Jaime Torres-Díaz is the office managing principal of the Miami, Florida, office and a principal in the San Juan, Puerto Rico, office of Jackson Lewis P.C. He is also a past president of the Hispanic National Bar Association. His practice concentrates on employment discrimination and wage and hour counseling and litigation exclusively on behalf of employers, both in Florida and Puerto Rico.

Pedro has extensive trial experience before both federal and local courts and administrative forums in Puerto Rico and Florida. He has also successfully defended employers in all types of administrative hearings before local and federal agencies. Before joining Jackson Lewis, he was a partner in the Labor and Employment Law Department of a leading law firm in San Juan, Puerto Rico, where he resided and practiced law for eight years.

Throughout his practice in Puerto Rico, Pedro was a frequent and featured speaker on many subjects in the labor and employment law field, in seminars for clients and for organizations such as the Society for Human Resource Management and the Puerto Rico Chamber of Commerce. Since arriving in Miami, he has continued to participate as speaker on many topics related to workplace law, both for clients and other organizations in Florida and elsewhere. Pedro has also written articles on legal developments in Puerto Rico, one of which was published in the American Bar Association's *The International Employment Lawyer*.

During his undergraduate studies, he completed an internship in European Business in the *École Européenne des Affaires* in Paris, France. After completion of his undergraduate studies, Pedro worked as a fiscal analyst in the corporate headquarters of McDonnell Douglas in St. Louis, Missouri. After his graduation from law school, he clerked for Honorable Aida M. Delgado-Colón, United States Magistrate-Judge (now Chief United States District Judge), at the United States District Court for the District of Puerto Rico.

Pedro is fluent in Spanish and English, and conversant in French.

Honors and Recognitions

- *Who's Who Legal*, "Recommended Attorney in Labour, Employment & Benefits" (2024)
- *Thomson Reuters*, "Stand-Out Lawyer" (2024-present)
- *The Best Lawyers in America*®, "Employment Law – Management" (2022-present) and "Litigation – Labor and Employment" (2020-present)
- *The Best Lawyers in Puerto Rico*®, "Labor and Employment Law" (2022-present) and "Litigation" (2024-present)
- *Latino Leaders*, "Top Latino Lawyers" (2016-present)
- *Florida Super Lawyers*®, "Super Lawyers" (2022-present)

Published Decisions

- *Rivera-Velazquez v. Hartford Steam Boiler Inspection & Ins. Co.*, 750 F.3d 1 (1st Cir. 2014) (affirming dismissal of age discrimination, breach of contract and Fair Credit Reporting claims)
- *Bettis v. Toys R Us*, 2009 U.S. Dist. LEXIS 123664, December 30, 2009 (S.D. Fla.) (summary judgment in favor of employer in pregnancy discrimination claim)
- *OneSource Facility Servs. v. Mosbach*, 508 F. Supp. 2d 1115 (M.D. Fla. 2007) (restrictive covenant matter)
- *Soler v. Tyco Electronics*, 268 F.Supp. 2d 97 (D.P.R. 2003) (age discrimination claim); and *Ramon Jimenez et al. v. General Instruments/ NextLevel*, 170 D.P.R. 14 (2007)

Additional Trial Experience

In addition, Pedro has first- or second chaired several trial matters for diverse clients in Puerto Rico and Florida, including:

- *Cruz et al. v. Ethicon* (Court of First Instance – Puerto Rico; donning-and-doffing wage claim by 11 plaintiffs)
- *Martínez v. Ethicon* (Court of First Instance – Puerto Rico; disability discrimination claim)
- *García v. Clorox Commercial Company of Puerto Rico* (U.S. District Court – Puerto Rico; national origin discrimination claim)
- *OneSource Facility Servs. v. Mosbach* (U.S. District Court – Middle District of Florida; restrictive covenant matter)
- *Stewart v. DaimlerChrysler Financial Services* (U.S. District Court – Southern District of Florida; race discrimination claim dismissed)
- *Angel Santo Domingo v. ADP* (Court of First Instance – Puerto Rico; unjustified dismissal claim by high-level sales executive; claim dismissed)

Speeches

- “Donald Trump's Second Presidency,” L&E Global Firm, De la Vega & Martínez Rojas’ 2025th Annual Event: Year of Risks and Opportunities in Labor Matters (March 2025, Mexico City, Mexico) (Panelist)