

Jorge J. Rivero

CURRICULUM VITAE

Experience



July 2004 - Present

FEDERAL LABOR LAW CONSULTANT

I have provided the following services as a federal labor law consultant specializing in Wage and Hour Division laws: compliance audits, FLSA and FMLA seminars, consultation on Wage and Hour Division investigations and trial preparation assistance. A client list is available upon request.

I have also testified as an expert witness in Federal Court. A listing of these cases and the issues involved will be provided upon request.

I am also an active member of the South Florida Compensation and Benefits Association (an affiliate of the World at Work organization), serving on its board of directors as Vice President for Professional Development

Employed by the U.S. Department of Labor from July 2, 1978 through June 30, 2004 in the positions listed below:

March 1991-June 2004

DISTRICT DIRECTOR

Developed and directed the Division's program and operations in South Florida. These included the enforcement, compliance, education and information programs conducted under the statutory authority contained in the Fair Labor Standards Act, Family and Medical Leave Act, Walsh-Healy Public Contracts Act, McNamara-O'Hara Service Contract Act, Migrant and Seasonal Agricultural Worker Protection Act, Davis-Bacon Act and 58 related acts. Was frequently called upon by the National and Regional offices to assist in formulating national and regional enforcement and compliance assistance strategies. Assisted the Solicitor of labor in the preparation of cases for litigation in the Federal District Court. Testified in several cases for the government. Supervised a professional and administrative staff of 38 employees. Member of the Wage and Hour National and Regional Office teaching staff.

October 1988 - March 1991

ASSISTANT DISTRICT DIRECTOR

Supervised a staff of 10 investigators in enforcement activities under the laws listed above. This included preparation of civil and criminal cases for litigation.

July 1978 – October 1988

INVESTIGATOR, WAGE AND HOUR DIVISION

Performed investigations to determine compliance with the above enumerated laws. Conducted negotiations with employers, teams of senior management officials, attorneys, CPAs, labor management specialists, and other representatives in order to obtain voluntary compliance and payment of back wages and civil money penalties. Prepared cases for civil and criminal litigation.

Education

Florida International University Miami, Florida

- 1974 B.S., Education.
- 1986 School of Business Graduate Program – Additional Professional Development

Communication Skills

While employed by the U.S. Department of Labor developed Wage and Hour Division compliance materials such as

- Several of the compliance fact sheets made available to the general public through the Department of Labor's Web site.
- Interpretive material on Independent Contractors. This material was designed to assist employers and Wage and Hour staffs determine the correct status of workers by providing a comparison between independent contractors and employee status.
- Investigative procedures for the conducting of Garment Industry investigations which are now contained in the Wage and Hour Division's Field Operations Handbook.
- PowerPoint presentations on the Fair Labor Standards Act and the Family Medical Leave Act that are used across the Country by Wage and Hour managers and investigators when they conduct speeches and other seminars for the public.
- Assisted in the development of an informational video for workers in the poultry industry

Directed and participated in the District Office's public information and education program. Regularly answered written and oral inquiries and requests for opinions from employers, employees, employer representatives, public officials, representatives of labor and business organizations, and the general public. Addressed a wide range of audiences, both in English and Spanish (I am fluent in Spanish) such as clients of major labor law firms, employer associations, professional associations, and have appeared on various occasions on television news and talk shows. I have also had ample experience with the print media, giving oral interviews on various Wage & Hour related stories.

Awards and Recognition

- 2004 Certificate of Special Congressional Recognition for Outstanding and Invaluable Service to the Community – U.S. Congressman Lincoln Diaz-Balart
- 2004 Letter of Recognition In Appreciation for Dedication and Commitment to Serving the People of Florida – U.S. Senator Bill

Nelson

- 2004 Letter of Recognition for 30 Years of Exemplary Service and Remarkable Achievements – U.S. Congresswoman Ileana Ros-Lehtinen
- 2004 Award in Recognition of 30 years of Public Service
- 2001 Certificate of appreciation – for Serving as Trainer in Wage and Hour Technician Training Class
- 2000 Award for Distinguished Career Service
- 2000 Letter of Appreciation from Wage and Hour Administrator T. Michael Kerr for serving as Coordinator-In-Charge of Investigator Training in Washington D.C., July – August, 2000
- 1999 Secretary's Exceptional Achievement Award – Fair Harvest/Safe Harvest
- 1999 Certificate of Appreciation – for Serving as Trainer in Wage and Hour Technician Training Class
- 1997 Secretary's Exceptional Achievement Award – Eradicating Sweatshops in the Garment Industry Team.
- 1997 Certificate of Appreciation – for Diligence and Contributions in Strategic Planning for the Southeast Region
- 1997 Certificate of Appreciation – Cash Award for Participating in District Office's Quality Self Assessment Team
- 1996 Letter of Appreciation from U.S. Attorney Kendall Coffey for presentation and participation in symposium entitled "Immigration Challenges Facing Florida"
- 1996 Special Achievement Award – Quality Increase for Sustained Exceptional Performance
- 1995 Secretary's Exceptional Achievement Award – Atlanta Fact Sheet Group
- 1995 Secretary's Exceptional Achievement Award – Case Tracking and Information Systems Team
- 1995 Secretary's Exceptional Achievement Award – Wage and Hour Management Information System Review and Redesign.
- 1993 Secretary's Exceptional Achievement Award for participation in the Apparel Industry Enforcement Team.
- 1993 Federal Executive Board Certificate of Award for work in promoting and teaching Total Quality Management for Federal agencies.

- 1993 Memo from Acting Regional Administrator Alfred H. Perry commending best job of planning done in Region IV.
- 1991 Letter of congratulations from Regional Administrator James Valin for work on the highly successful South Florida Labor Committee's Fall conference
- 1990 Thank you letter from Deputy Assistant Secretary William E. Andersen for representing the Department of Labor at the Supermarket Management Conference held by the National Grocers Association
- 1989 Letter from Federal Labor Manager's Association President Glenn Fierst congratulating Mr. Rivero for his selection to the position of Regional Vice President for the Association
- 1989 Memorandum from Wage & Hour Administrator Paula Smith advising Mr. Rivero that his suggestion on the use of computers to automate the typing of all form letters and documents had been approved for National distribution.
- 1989 Certificate of Merit In recognition of significant contribution through the Employee Suggestion Program
- 1989 Letter from Federal Manager's Association advising Regional Administrator Carol Gaudin for being elected to the position of 2nd Regional Vice President in the Field Labor Director's Association
- 1988 Certificate of Appreciation with Cash Award - In recognition of special contribution to Region IV's suggestion program
- 1988 Letter of Commendation from Associate Regional Solicitor Donald R. McCoy and Attorney Laurie E. Rucoba for outstanding work on litigation cases
- 1986 Certificate of Commendation For exceptional achievements made for Federal law enforcement
- 1986 ESA Information Unlimited Congratulations for outstanding service to the Department of Labor and the working citizens of Dade County, Florida
- 1986 Letter of Congratulations from Deputy Undersecretary Susan R. Messinger on nomination for the General Investigator of the Year Award
- 1985 Special Achievement Award Cash award for high quality performance of work assignments over the year prior to the award
- 1985 Letter of Commendation from Assistant Regional Administrator Richard Robinette for outstanding work on litigation case

- 1985 Letter of Commendation from Associate Regional Solicitor Donald R. McCoy for outstanding work on litigation case
- 1985 Letter of Commendation from Associate Regional Solicitor Donald R. McCoy for competence, dedication, and professionalism demonstrated on litigation case
- 1984 Special Achievement Award Quality Step Increase for high quality performance of work assignments in the one year period prior to the award
- 1983 Letter of Commendation from Deputy Under Secretary Robert R. Collier for efforts in the first investigation made under the Migrant Seasonal Agricultural Worker Protection Act.
- 1983 Letter of Commendation from Associate Regional Solicitor Donald R. McCoy for work performed in preparation of Farm Labor Contractor Registration Act case for hearing
- 1983 Special Achievement Award Cash award for exceptional performance while working on the Miami Concentrated Action Rapid Enforcement System (CARES) Strike Force III
- 1982 Special Achievement Award Cash award for exceptional performance while working on the Miami CARES Strike Force II
- 1981 Certificate of Appreciation For individual contribution to the overall effectiveness of the Miami CARES Strike Force II
- 1981 Special Achievement Award Quality Step Increase for high quality performance of work assignments in the one year period prior to the award
- 1981 Special Achievement Award Cash award for exceptional performance while working on the Miami CARES Strike Force I
- 1980 Certificate of Appreciation for individual contribution to the overall effectiveness of the Miami CARES Strike Force I