

Carlos J. Rivera Santiago, Esq.

Mr. Carlos J. Rivera Santiago has a bachelor's degree in Social Sciences with a concentration in Labor Relations from the University of Puerto Rico. At the beginning of his professional career in 2000, he worked as a Labor Relations Investigator in the then Labor Relations Commission of the Public Service, attending investigations of unfair labor practices, collective agreements violations, collective bargaining, determinations of bargaining units, arbitration and others matters in the workplace. During this period, interacted directly with union leaders and the labor movement in Puerto Rico. Later, he obtained a Juris Doctor degree from the Interamerican University of Puerto Rico, obtaining his state license and admission to the practice of law, as well as to the First Circuit of Boston. Once in the legal profession, he was in private practice for several years handling different civil and criminal matters in the island's courts.

Mr. Rivera Santiago returned to public service in 2009 to work on all labor and human resources issues in the Department of Housing and the Public Housing Administration. During this period, he was in charge of managing and negotiating the collective agreements in these agencies. He then joined the Department of Justice in 2011 where he served as Prosecutor, Juvenile Prosecutor, General Attorney for Juvenile Prosecutors, and Special Assistant to the Secretary of Justice. As part of his career, he handled criminal cases of minors and adults, white collar crimes and supervise prosecutors and attorneys.

In addition, he was a resource for the Puerto Rican Judicial Academy training newly appointed Judges from 2017 to 2019 and training Police officers at the Puerto Rico Police Academy in Gurabo in this period. In 2019 he became an Advisor to the Governor in La Fortaleza attending all labor matters in the public and private sectors in Puerto Rico. In 2020 he was appointed Secretary of Labor for the Department of Labor and Human Resources. As Secretary, he had the great challenge of attending the thousands of unemployment and PUA claims due to the pandemic in Puerto Rico. His work managed to stabilize the operations of the Department of Labor, detect fraud and granting pandemic aids to citizens. During this period, he also intervened to obtain the approval of the Collective Bargaining Agreement of the University of Puerto Rico and achieve an agreement in the

negotiations of the docks, between the Union ILA and the Ayala Colón Company, putting an end to this labor conflict that paralyzed international maritime cargo on the island.

Mr. Rivera Santiago is an excellent professional with more than 20 years of experience and vast knowledge in different matters in the public and private sectors, as well as in government, criminal, and administrative procedures.