

## José F. Benítez-Mier

Special Counsel

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### PRACTICES

Immigration  
Labor & Employment  
Labor Litigation  
Wage & Hour Regulation

### BAR ADMISSIONS

- Commonwealth of Puerto Rico
- U.S. District Court District of Puerto Rico
- U.S. Court of Appeals for the First Circuit

### EDUCATION

B.A., Fordham University-Bronx,  
New York

- Major: Economics and Literature

J.D., University of Puerto Rico  
School of Law

Mr. Benítez-Mier is a seasoned attorney with almost thirty years of experience in labor and employment law counseling and litigation and specialized areas such as mergers and acquisitions, privacy rights, and managing employment conduct in the internet, social networks and electronic media, among others.

He also counsels employers in employment-related visa and business immigration matters. His immigration practice also includes procuring employment-based permanent residency and naturalization petitions and the preparation of non-immigrant employment visa petitions.

Prior to joining the McV, he was a Member and Department Head in the Labor and Employment Law Department in other law firms in Puerto Rico.

Since 2012, Chambers and Partners has consistently ranked him as one of Puerto Rico's leading employment law practitioners.

For the past 10 years Mr. Benítez-Mier has been Program Director and Faculty Member for the National Institute for Trial Advocacy (NITA) in different deposition and trial skills programs. He has also served as president of the Human Resources and Labor Legislation Committee of the Puerto Rico Manufacturers Association, and as president of the Board of Directors of the Association of Labor Relations Professionals of Puerto Rico.

From 1997 to 2000, Mr. Benítez-Mier counseled the Puerto Rico Department of Education in the creation, drafting and implementation of its drug testing program and its administrative regulations and procedures.