

# Federico C. Alvarez

## Profession

Retired Attorney

## Work History

On-Call Hearing Officer to the Denver Career Service Authority, 2022; Hearing Officer, Denver Career Service Authority, 2018-2021; Member, Alvarez ADR, LLC, 2009-2018; Member, Kelly Garnsey Hubbell & Lass LLC (and predecessor), 2001-08; Senior Attorney, Qwest Communications International, Inc., 1999-00; Judge, Denver District Court, 1990-99, Denver County Court, 1987-90; CO Assistant Attorney General, 1984-87; and CO Deputy Public Defender, 1980-83

## Experience

Has 12 years of judicial experience, including approximately 100 jury trials, and was an arbitrator with the American Arbitration Association 2002-2018. Has 4 years of hearing officer experience, including employment and administrative matters. Presided over the following types of cases where awards or decisions were issued, or jury verdicts received.

### COMMERCIAL DISPUTES

CONTRACT: advertising, attorney-client, collections, declaratory judgments, business valuation, governance, education, independent contractor, insurance (bad faith, contribution from excess policy, exclusions from coverage, fraudulent application, healthcare, procurement, subrogation, underinsured motorist,) international oil and gas, investments, partnership dissolutions, sale of business, securities, telecommunications/television, and transportation

FRANCHISE: beer distribution, food services, shipping, and telecommunications/television

REAL ESTATE/CONSTRUCTION: boundary, commercial construction, condemnations, evictions, foreclosures, homeowner associations, landlord/tenant, NFL football stadium lease, receiverships, residential-new/remodeled, and right-of-way

### EMPLOYMENT

Executive contracts, Federal Employers' Liability Act, governmental immunity, international, non-compete, public policy exception, reclassification of employee positions, responsibility for worker's compensation, severance, Title VII, wage claims, and wrongful termination, municipal employment-discipline and termination

### CONSUMER

Automobile, banking, Fair Debt Collection Practices Act, income tax preparation, retail and telecommunications

## APPELLATE

About 90 judicial decisions in administrative, civil and criminal appeals from the Denver County Court, and from CO and Denver governmental agencies

## OTHER JUDICIAL EXPERIENCE

Presided also over criminal and family law cases (including business/property valuations), malpractice claims (against attorneys, dentists, doctors, hospitals, independent medical examiners, psychiatrists, and therapists), personal/property injury cases, injunctions and settlement conferences

## ATTORNEY EXPERIENCE

As in-house, telecommunications counsel, I handled strategic litigation in commercial, franchise, regulatory and right-of-way cases. In private practice, I represented businesses in commercial litigation, employers and employees in civil rights, executive contract and wage claims, and either party in complex family law cases (practicing in state and federal trial and appellate courts.) At the CO Attorney General's Office, I handled consumer cases.

## Alternative Dispute Resolution Experience

Arbitration awards rendered include: consumer; contract on sale of business; employment; franchise; healthcare insurance coverage; real estate construction: homeowner-builder, homeowner-remodeler; securities; telecommunications; and underinsured motorist. Mediator in about 20 civil case settlement conferences (as a judge) and four commercial/family law cases (while an attorney.)

## Alternative Dispute Resolution Training

AAA Chairing an Arbitration Panel: Managing Procedures Process & Dynamics, 2016; CLE: CO Marijuana Law & Alternative Dispute Resolution, 2016; CLE: Wide World of Cannabis, 2015; AAA Roundtable: Motions and Award Modification, 2015; AAA Panel Dynamics: Staying On Course When Things Don't Go As Planned, 2015; AAA Nuts & Bolts of Delivering Managed and Accountable Care, 2014; AAA What Really Happened? Investigating Workplace Complaints, 2013; AAA Maximizing Efficiency & Economy in Arbitration: Challenges at the Preliminary Hearing, 2012; AAA Navigating the Construction Arbitration Roadmap, 2011; AAA Dealing With Delay Tactics in Arbitration, 2010; CLE: CO Bar Assoc. 40 Hour Mediation Training, 2008; AAA Arbitration Update: Developments in the CO Law of Arbitration, 2007; AAA Pro Se: Managing Cases Involving Self-Represented Parties, 2006; AAA Chairing an Arbitration Panel: Managing Procedures, Process & Dynamics, 2005; NASD, Annual Update, 2005; AAA Arbitration Awards: Safeguarding, Deciding & Writing Awards, 2004; AAA Employment Arbitrator II Training, 2003; NASD New Panel Member Training, 2002; AAA Arbitrator Update 2002; and AAA Arbitrator I Training-Fundamentals of the Arbitration Process, 2002

## Professional Licenses

Admitted to the Bar: Colorado, 1980; U.S. District Court, District of Colorado,

1985; and U.S. Court of Appeals, Tenth Circuit, 1986

**Professional  
Associations**

American Bar Association (CO Delegate; Bar Fellow); CO Bar Association (Alternate Dispute Resolution Section; Bar Fellow; Judicial Liaison Section, Past Chair; Past Denver Vice-President;) CO Hispanic Bar Association (Past President); and Rhone-Brackett Inn of Court (Past President)

**Presentations**

December 2021 – *Judicial Misconduct: Off The Bench* - Sole Presenter at CO Office of Administrative Courts

December 2018 – *The Appearance Of Impropriety: Off The Bench* - Sole Presenter at CO Office of Administrative Courts

March 2016 - *Satisfaction In Litigation And The Rules Of Professional Conduct* – Sole Presenter to Inn of Court

May 2016 – *Using Alternative Dispute Resolution To Resolve Employment Discrimination Claims* - to ADR Section of the CO Bar Association

January 2015 - *Upon Receipt Of A Court Order To Mediate* - to Inn of Court

December 2014 - *Magistrates And The Appearance Of Impropriety* - Sole Presenter at CO Office of Administrative Courts

January 2013 - *Basic Judicial Ethics* - at CO Office of Administrative Courts

**Education**

Harvard Law School (JD-1980); Pan American University (BA-1977)

**Citizenship**

United States of America

**Languages**

Spanish