



Carlos A. Torrejon

Partner



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legal expertise

Carlos Torrejon represents employers across a broad range of traditional labor matters, with deep experience advising clients in industries such as hospitality, real estate, warehousing and distribution, manufacturing, healthcare, education, and non-profit organizations. He counsels clients on all aspects of labor relations arising under the National Labor Relations Act (NLRA), from defending against unfair labor practice charges to navigating representation case proceedings before NLRB Regional offices, administrative law judges, and the Board.

Carlos has extensive experience serving as lead negotiator in collective bargaining, handling both first contracts and successor agreements. He provides strategic guidance during union organizing campaigns, strike preparation, and other disputes that arise in unionized workplaces. When workplace conflicts escalate, he represents clients in grievance and labor arbitration proceedings.

A significant focus of Carlos's practice involves advising hotel ownership groups, management companies, real estate development firms, and institutional lenders on the organized labor considerations associated with acquisitions, transactions, and investment opportunities. He counsels these clients on structuring deals to protect labor relations interests and maintain compliance with federal, state, and local labor and employment laws. Carlos also delivers labor relations and union awareness training for all levels of management, focusing on best practices for developing employee-centric workplace cultures.

Before entering private practice, Carlos served as a Field Attorney with the National Labor Relations Board in Region 28, where he investigated and prosecuted unfair labor practice charges on behalf of the General Counsel. That firsthand experience within the agency gives him a distinctive perspective when representing employers in NLRB proceedings.

practice areas

labor & employment
labor litigation & counseling

admissions

New York
New Jersey
District of Columbia
U.S. District Court
District of New Jersey
U.S. Court of Appeals
District of Columbia Circuit
Fifth Circuit

education

- Rutgers School of Law - Newark, J.D.
- Rutgers University, B.A.

languages

- Spanish

other career experience

- Of Counsel, Paul Hastings LLP
- Associate, BakerHostetler LLP
- Associate, Fox Rothschild LLP

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t 212.509.3900
f 212.509.7239

washington, dc
t 202.355.7900
f 202.355.7899



Carlos A. Torrejon

representative matters

- Successfully represented manufacturing company in responding to an election petition, including a representation case hearing, which eventually resulted in an election victory against the union.*
- Successfully defended employer at the administrative and board level against unfair labor practice charges alleging an unlawful withdrawal of union recognition.*
- Overturned an NLRB administrative law judge decision before the board, which resulted in a ruling that the company satisfied its statutory bargaining obligation owed to a union.*
- Successfully defended a joint employer before an NLRB administrative law judge and the board against allegations that it had unlawfully discriminated against and constructively discharged certain employees.*

- Field Attorney, National Labor Relations Board, Region 28

**Indicates matters handled prior to joining MSK*

honors & awards

- "Ones to Watch," *Best Lawyers* (2023-2026)
- New York State Bar Association, Labor and Employment Law Section Diversity Fellowship Recipient (2016-2018)

professional, business and civic affiliations

- New York State Bar Association, Labor and Employment Law Section Secretary (2018-2019)

headlines

Mitchell Silberberg & Knupp Expands Its National Practice and New York Office
With the Addition of Labor Partner
April 29, 2026