

Ana B. Rosado-Frontanés

Member

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
Policies, Procedures and Handbooks
Wage and Hour

Overview

Ana B. Rosado-Frontanés regularly advises clients and provides preventive counseling in all areas of employment law, including matters related to:

- Sexual harassment
- Discrimination
- Retaliation
- Privacy
- Wrongful termination
- Wage and hour
- Leaves of absence

Ana is involved in all aspects of employment litigation before local and federal administrative, judicial, including appellate level, and arbitration forums. She has successfully defended clients against alleged causes of action under state and federal laws including:

- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- Title VII of the Civil Rights Act of 1964

- The Family and Medical Leave Act (FMLA)
- The Employment Retirement Security Income Act (ERISA)
- Uniformed Services Employment and Reemployment Act (USERRA)

Ana is also active in pro bono work, having successfully represented clients in domestic violence, custody and asylum proceedings. Prior to joining Schuster Aguiló, Ana worked at a New York law firm where she practiced in the area of general commercial litigation and corporate and international transactions.

During law school, Ana worked part-time as a student extern in the Legal Foundation of Silicon Valley, the Legal Aid Society of Santa Clara County and the Community Legal Services of East Palo Alto, where she provided legal assistance to low income clients in diverse matters including debt collection, employment disputes, immigration and mental health advocacy. She was also a member of the *Stanford University Journal of International Law*.

Professional and Community Affiliations

- Member, Federal Bar Association, Puerto Rico Chapter

Education

J.D., Stanford Law School, 2003

A.B., Princeton University Woodrow Wilson School of Public & International Affairs, 2000

Bar Admissions

Puerto Rico

New York

Courts

U.S. Court of Appeals, 1st Circuit

Supreme Court of Puerto Rico

U.S. District Court, District of Puerto Rico

Languages

Spanish

English

Publications & Press

Littler Global Guide - Puerto Rico - Q3 2020

Littler Global Guide Quarterly

October 22, 2020

Puerto Rico’s New Electoral Code Creates Two Hours of Paid Voting Leave

Littler ASAP

August 10, 2020

Littler Global Guide - Puerto Rico - Q2 2020

Littler Global Guide Quarterly

July 23, 2020

Puerto Rico Governor Signs New Civil Code

Littler ASAP

June 2, 2020

Guidelines on the Interpretation of Puerto Rico’s Employment Legislation, Chapters 9 and 10

Littler Insight

July 1, 2019

Puerto Rico Supreme Court Sets Standard to Apply the Successor Liability Doctrine

Littler ASAP

March 15, 2018

Littler Global Guide - Puerto Rico - Q4 2017

Littler Global Guide Quarterly

January 19, 2018

Puerto Rico Secretary of Labor and Human Resources Issues New Guidelines Governing Payment of the Christmas Bonus

Littler ASAP

October 23, 2017

Supreme Court of Puerto Rico Adopts the “Sham Affidavit by Contradiction Doctrine” and Reaffirms that Bona Fide Reorganizations of Employers Constitute Just Cause for Termination

Littler ASAP

December 18, 2015

Supreme Court of Puerto Rico Reaffirms that Violence in the Workplace Justifies First Offense Termination

Littler ASAP

October 20, 2015

Legally Married Same-Sex Couples are Now Covered by the Family and Medical Leave Act

Littler ASAP

March 20, 2015

The Supreme Court of Puerto Rico Clarifies Employer Obligations to Eradicate Sexual Harassment in the Workplace

Littler ASAP

March 20, 2015

The Puerto Rico Supreme Court Provides Guidance on Drug Testing Law

Littler ASAP

April 3, 2014

Speaking Engagements

2019 Puerto Rico Conference

San Juan, PR

April 12, 2019

Second Annual Puerto Rico Conference

Condado Vanderbilt San Juan, Puerto Rico

August 18, 2016