



## Anabel Rodríguez-Alonso

Capital Member

221 Ponce de León Ave.  
15th Floor  
San Juan 00917-3128 Puerto Rico  
main: (787) 765-4646  
direct: (787) 765-0080  
fax: (787) 765-4611  
arodriguez@littler.com



---

### Focus Areas

Hiring, Performance Management and Termination  
Policies, Procedures and Handbooks  
Leaves of Absence and Disability Accommodation  
Discrimination and Harassment  
Labor Management Relations  
Arbitration

### Overview

Anabel Rodríguez-Alonso actively litigates before Puerto Rico and federal courts and quasi-judicial administrative forums, such as the National Labor Relations Board, Anti-Discrimination Unit and Negotiation and Conciliation Bureau of the Department of Labor. Anabel advises clients on collective bargaining strategy, collective bargaining agreement administration, mediation and arbitration of conflicts. She has extensive experience in labor-management relations and in claims involving:

- Wrongful terminations
- Discrimination and retaliation claims
- Unfair labor practice arbitration
- Worker's compensation
- Leaves and disability accommodation
- Government relations
- Collective bargaining

Anabel is a frequent speaker at seminars to professional groups and clients, especially in the interplay between the Americans with Disabilities Act, the Family and Medical Leave Act, Puerto Rico's Working Mother's Act and worker's compensation. In this post-COVID-19 era, Anabel spearheaded the firm's technology and social media initiatives for

counseling clients in the development of protocols and a myriad of developing legal issues. She has presented on a number of related topics such as the Families First Coronavirus Response Act, the CARES Act and related Paycheck Protection Program dispositions, and on issues related to unemployment benefits. Anabel is actively involved in community initiatives, and pro bono and volunteer work for nonprofits institutions close to her.

During law school, Anabel was editor of the *University of Puerto Rico Law Review*.

## Professional and Community Affiliations

- Member, Puerto Rico Bar Association
- Member, Labor and Litigation Sections, American Bar Association
- Member, Federal Bar Association

## Recognition

- Named, The Best Lawyers in Puerto Rico®, 2020
- LACCA Approved, Labour, *Latin America Corporate Counsel Association*, 2021
- Named, Labour & Employment Law, Puerto Rico, *Who's Who*, 2020

## Education

J.D., University of Puerto Rico, 1996, *magna cum laude*

B.A., American University, 1993

## Bar Admissions

Puerto Rico

## Courts

U.S. Court of Appeals, 1st Circuit

Supreme Court of Puerto Rico

U.S. District Court, District of Puerto Rico

## Publications & Press

**Little Global Guide - Puerto Rico - Q1 2024**

*Little Global Guide Quarterly*

April 17, 2024

**With the New Year, Puerto Rico Enacts New Legislation Facilitating Remote Work and Providing Exemption to Airlines Opening Operation Hubs on the Island**

*Little ASAP*

January 17, 2024

**Little Attorneys Named in 2024 Best Lawyers™ for Colombia, Portugal, Puerto Rico and Spain**

*Little Press Release*

November 16, 2023

**Little Global Guide - Puerto Rico - Q3 2023**

*Little Global Guide Quarterly*

October 17, 2023

**Supreme Court of Puerto Rico Rules PR-DOL Christmas Bonus Exemption Decree Was Inapplicable to Unionized Employees**

*Little ASAP*

July 14, 2023

**Little Global Guide - Puerto Rico - Q1 2023**

*Little Global Guide Quarterly*

April 12, 2023

**Nullified ab initio: What Employers in Puerto Rico Need to Know About the Decision to Nullify the New Labor Reform Bill (Act No. 41-2022)**

*Little Insight*

March 7, 2023

**Little Global Guide - Puerto Rico - Q3 2022**

*Little Global Guide Quarterly*

October 25, 2022

**Puerto Rico Governor Declares Monkeypox State of Emergency: Why Should Employers Take Note?**

*Little ASAP*

September 2, 2022

**Little Global Guide - Puerto Rico - Q2 2022**

*Little Global Guide Quarterly*

July 18, 2022

**Hot off the Press: New Labor Reform Bill for Puerto Rico**

*Little Insight*

June 21, 2022

**Puerto Rico Supreme Court Favors Employers on Business Reorganization and Unjustified Dismissal**

*Little ASAP*

April 18, 2022

**Light at the End of the Tunnel: Puerto Rico Government Eliminates Most COVID-19 Restrictions**

*Little ASAP*

March 10, 2022

**Booster Mandates for Puerto Rico Employees and Additional COVID-19 Measures**

*Little ASAP*

February 17, 2022

**Little Global Guide - Puerto Rico - Q4 2021**

*Little Global Guide Quarterly*

January 19, 2022

**Puerto Rico Imposes Additional COVID-19 Restrictions and Vaccine Booster Mandates on Private Sector Employers**

*Little ASAP*

January 18, 2022

**Booster Mandate: Covered Employees in Puerto Rico Must Comply by January 31st**

*Little ASAP*

January 12, 2022

**Puerto Rico Mandates COVID-19 Booster Shots for Health and Education Sectors**

*SHRM Online*

January 4, 2022

**New Puerto Rico Executive Order Mandates Booster Shots for Health and Education Sectors**

*Little ASAP*

December 27, 2021

**Puerto Rico Supreme Court Rules on Damages Calculations Involving Double Penalties and Alternate Income Streams**

*Little ASAP*

December 22, 2021

**'Tis the Season for Back-to-Back COVID-19 Related Executive Orders in Puerto Rico**

*Little ASAP*

December 21, 2021

**Puerto Rico Governor Issues New Executive Order Providing for New Vaccination Mandates**

*Little Insight*

November 15, 2021

**Puerto Rico Governor Signs Law Raising Minimum Wage to \$8.50 Per Hour Starting in 2022**

*Little ASAP*

September 21, 2021

**Little Attorneys Named to 2022 Best Lawyers™ Lists in Canada and Puerto Rico**

*Little Press Release*

August 26, 2021

**Puerto Rico Government Issues New Vaccination Requirements for Additional Business Sectors**

*Little ASAP*

August 10, 2021

**The Puerto Rico Department of Health Implements Compulsory Vaccination for In-Person Educational Institutions**

*Little ASAP*

July 28, 2021

**Little Global Guide - Puerto Rico - Q2 2021**

*Little Global Guide Quarterly*

July 19, 2021

**Puerto Rico Governor Issues Executive Order Relaxing COVID-19 Restrictions**

*Little ASAP*

June 4, 2021

**Quarantine and Isolation Orders in Puerto Rico's Executive Orders from March 2020 to April 2021**

*Little Insight*

May 19, 2021

**Do Not Take a Shot in the Dark: Important Considerations for Puerto Rico Employers Eyeing Mandatory COVID-19 Vaccination Programs**

*Little Insight*

December 22, 2020

**Puerto Rico: A Testing Dilemma in Returning to Work Scenarios and the Governor's Most Recent Executive Order**

*Little Insight*

December 10, 2020

**Puerto Rico: Pandemic Assistance Packages and their Effect on Christmas Bonus Exemption for Private Employers**

*Little ASAP*

November 25, 2020

**Little Attorneys in Four Countries Named to 2021 Best Lawyers™ List**

*Little Press Release*

November 20, 2020

**Little Global Guide - Puerto Rico - Q3 2020**

*Little Global Guide Quarterly*

October 22, 2020

**Supreme Court of Puerto Rico Rules "Ex-Offender" Is Not a Protected Category**

*Little Insight*

August 11, 2020

**Puerto Rico Enacts Law Extending Maternity Leave to Mothers Adopting Children Ages Six and Older**

*Little ASAP*

August 10, 2020

**Puerto Rico Enacts Law on Workplace Harassment**

*Little ASAP*

August 7, 2020

**Little Global Guide - Puerto Rico - Q2 2020**

*Little Global Guide Quarterly*

July 23, 2020

**Employers in Puerto Rico: Don't forget to renew your Workers' Compensation Insurance Policy**

*Little ASAP*

June 22, 2020

**Puerto Rico Enacts Law Designating COVID-19 as a Work-Related Condition for Workers' Compensation Purposes**

*Little ASAP*

June 4, 2020

**Puerto Rico's Secretary of Labor Issues Guidance on New Employer Requirements to File Auto-Certification and Adopt COVID-19 Exposure Control Plans**

*Little ASAP*

May 2, 2020

**Puerto Rico Employers Must Now Inform Employees Who Have Been Laid Off, Furloughed or Experience a Reduction in Hours the Right to Request Unemployment Benefits**

*Little ASAP*

April 22, 2020

**Puerto Rico's Secretary of Labor and Human Resources Issues Guidance Requiring Employers to Adopt Plans to Control Employee Exposure to COVID-19 in the Workplace**

*Little ASAP*

April 16, 2020

**Little Global Guide - Puerto Rico - Q1 2020**

*Little Global Guide Quarterly*

April 15, 2020

**Key Takeaways from Puerto Rico's Latest COVID-19-Related Executive Order**

*Little ASAP*

April 13, 2020

**Puerto Rico Extends Lockdown and Curfew, Imposes Additional Restrictions**

*Little ASAP*

April 1, 2020

**Considerations for Employers in Puerto Rico Monitoring Employees' Body Temperatures**

*Little ASAP*

March 26, 2020

**Puerto Rico Department of Labor Issues New Opinion Regarding Employee Compensation and Available Leaves During the COVID-19 Emergency**

*Little ASAP*

March 24, 2020

**The Families First Coronavirus Response Act and its Interplay with Puerto Rico's Local Provisions Regarding Vacation and Sick Leave**

*Little ASAP*

March 21, 2020

**Puerto Rico Department of Labor and Human Resources Urges Employers to Adopt Teleworking Policies**

*Little ASAP*

March 20, 2020

**Puerto Rico Agencies Issue Guidance Clarifying Executive Order on COVID-19 Shutdown and Curfew Measures**

*Little Insight*

March 18, 2020

**Puerto Rico Department of Labor and Human Resources Issues Guidance on COVID-19**

*Little ASAP*

March 15, 2020

**Puerto Rico Governor Issues Executive Order Imposing Significant Quarantine and Social Distancing Measures in Light of COVID-19**

*Little ASAP*

March 15, 2020

**Little Attorneys in Canada and Puerto Rico Named to 2020 Best Lawyers™ List**

*Little Press Release*

August 21, 2019

**Little Global Guide - Puerto Rico - Q2 2019**

*Little Global Guide Quarterly*

July 17, 2019

**Puerto Rico Supreme Court Holds Arbitration Clauses in Employment Contracts—including Those Governing Unjust Dismissal Claims—are Valid and Enforceable**

*Little ASAP*

June 10, 2019

**Puerto Rico Supreme Court Holds that an Employee's Felony Indictment Constitutes Just Cause for Termination**

*Little ASAP*

May 7, 2019

**Puerto Rico Enacts New Incentive Plan for Employers to Pay Outstanding Workers' Compensation Debt**

*Little ASAP*

October 31, 2014



**Amendment to Act 115 Adds Internal Complaints Before Employers as Protected Activity Against Retaliation in Puerto Rico**

*Little ASAP*

October 1, 2014

**Little Expands to Puerto Rico**

*Little Press Release*

December 9, 2013

**Speaking Engagements**

**2023 Puerto Rico Employer Conference**

San Juan, PR

April 27, 2023

**2021 Puerto Rico Virtual Regional Employer Conference**

San Juan, PR

November 16, 2021

**2019 Puerto Rico Conference**

San Juan, PR

April 12, 2019

**2018 Littler Puerto Rico Conference**

San Juan, PR

April 19, 2018

**2017 Littler Global Puerto Rico Conference**

San Juan, PR

April 7, 2017

**Second Annual Puerto Rico Conference**

Condado Vanderbilt San Juan, Puerto Rico

August 18, 2016

**Littler Global Puerto Rico Conference**

San Juan, PR

August 20, 2015