



Anabel Rodríguez-Alonso

Managing Capital Member

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Focus Areas

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

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

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

Littler ASAP

April 18, 2022

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

Littler ASAP

March 10, 2022

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

Littler ASAP

February 17, 2022

Littler Global Guide - Puerto Rico - Q4 2021

Littler Global Guide Quarterly

January 19, 2022

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

Littler ASAP

January 18, 2022

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

Littler 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

Littler ASAP

December 27, 2021

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

Littler ASAP

December 22, 2021

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

Littler ASAP

December 21, 2021

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

Littler Insight

November 15, 2021

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

Littler ASAP

September 21, 2021

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

Littler Press Release

August 26, 2021

Puerto Rico Government Issues New Vaccination Requirements for Additional Business Sectors

Littler ASAP

August 10, 2021

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

Littler ASAP

July 28, 2021

Littler Global Guide - Puerto Rico - Q2 2021

Littler Global Guide Quarterly

July 19, 2021

Puerto Rico Governor Issues Executive Order Relaxing COVID-19 Restrictions

Littler ASAP

June 4, 2021

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

Littler Insight

May 19, 2021

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

Littler Insight

December 22, 2020

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

Littler Insight

December 10, 2020

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

Littler ASAP

November 25, 2020

Littler Attorneys in Four Countries Named to 2021 Best Lawyers™ List

Littler Press Release

November 20, 2020

Littler Global Guide - Puerto Rico - Q3 2020

Littler Global Guide Quarterly

October 22, 2020

Supreme Court of Puerto Rico Rules “Ex-Offender” Is Not a Protected Category

Littler Insight

August 11, 2020

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

Littler ASAP

August 10, 2020

Puerto Rico Enacts Law on Workplace Harassment

Littler ASAP

August 7, 2020

Littler Global Guide - Puerto Rico - Q2 2020

Littler Global Guide Quarterly

July 23, 2020

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

Littler ASAP

June 22, 2020

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

Littler 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

Littler 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

Littler 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

Littler ASAP

April 16, 2020

Littler Global Guide - Puerto Rico - Q1 2020

Littler Global Guide Quarterly

April 15, 2020

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

Littler ASAP

April 13, 2020

Puerto Rico Extends Lockdown and Curfew, Imposes Additional Restrictions

Littler ASAP

April 1, 2020

Considerations for Employers in Puerto Rico Monitoring Employees' Body Temperatures

Littler ASAP

March 26, 2020

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

Littler ASAP

March 24, 2020

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

Littler ASAP

March 21, 2020

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

Littler ASAP

March 20, 2020

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

Littler Insight

March 18, 2020

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

Littler ASAP

March 15, 2020

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

Littler ASAP

March 15, 2020

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

Littler Press Release

August 21, 2019

Littler Global Guide - Puerto Rico - Q2 2019

Littler 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

Littler ASAP

June 10, 2019

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

Littler ASAP

May 7, 2019

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

Littler ASAP

October 31, 2014

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

Littler ASAP

October 1, 2014

Littler Expands to Puerto Rico

Littler Press Release

December 9, 2013

Speaking Engagements

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