



## Carl Schuster

Capital Member

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## Focus Areas

Discrimination and Harassment  
Whistleblowing and Retaliation  
Hiring, Performance Management and Termination  
Workplace Privacy and Data Security  
Workers' Compensation

## Overview

In a legal career spanning almost three decades, Carl Schuster has handled over a thousand litigation matters and tried in the neighborhood of two-hundred cases before all forums. He has numerous published opinions before the U. S. Court of Appeals for the First Circuit, U. S. District Court for the District of Puerto Rico and the Puerto Rico Supreme Court. He concentrates his practice on employment law in its broad sense, representing and advising clients on matters related to:

- Sexual harassment
- Discrimination
- Privacy issues
- Wrongful termination
- Retaliation

Carl has experience in traditional labor law and has handled numerous unfair labor practice cases, representation hearings, union election campaigns, and post-election procedures. His litigation experience includes non-labor matters, such as commercial arbitration disputes, contracts law, constitutional law, toxic torts, defamation and workplace accident matters. In addition, he is active in all areas of preventive counseling as well as structuring employment law training programs.

Carl has authored articles and regularly lectures on labor and employment topics before the Puerto Rico Bar Association, the Chamber of Commerce, the Society for Human Resources Management (SHRM), the Pharmaceutical Industry Association, the Association of Labor Relations Practitioners, and the Council on Education in Management, amongst others. He frequently presents client seminars and has been a guest speaker for the Puerto Rico Judicial System Training Institute.

## Professional and Community Affiliations

- Member, Labor and Employment Law and Litigation sections, American Bar Association
- Member, Federal Bar Association
- Member, Defense Research Institute
- Member, Puerto Rico Bar Association
- Member, Organizing Committee - Biannual Labor Law Conference, Interamerican University Law School, 1999-2015
- Former President, Labor and Employment Law Division, Puerto Rico Bar Association

## Recognition

- Named, The Best Lawyers in Puerto Rico©, 2019-2020
- Named, Lawyer of the Year, Labor and Employment Law, Puerto Rico, *Best Lawyers*, 2019

## Education

J.D., University of Puerto Rico, 1984

B.A., University of Puerto Rico, 1981, *cum laude*

## Bar Admissions

Puerto Rico

## Courts

U.S. Supreme Court

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

*Littler Press Release*

August 26, 2021

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

*Littler Press Release*

November 20, 2020

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

*Littler Press Release*

August 21, 2019

### **Littler Attorneys in Canada and Puerto Rico Named to 2019 Best Lawyers™ List**

*Littler Press Release*

August 21, 2018

### **Littler Ranks in The Legal 500 Latin America 2017 and Chambers and Partners Latin America 2018 Guides**

*Littler Press Release*

September 22, 2017

### **Littler Expands to Puerto Rico**

*Littler Press Release*

December 9, 2013

## Speaking Engagements

### **2018 Littler Puerto Rico Conference**

San Juan, PR

April 19, 2018

### **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

**Sexual Harassment in the Workplace: Modalities and Jurisprudence**

First Annual Labor Law Symposium, Society for Human Resource Management, Puerto Rico

March 6, 2014