



## Daniel Quiles-Pumarejo

Member

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### Focus Areas

Wage and Hour  
Workers' Compensation  
Discrimination and Harassment  
Appellate

### Overview

Daniel Quiles-Pumarejo actively litigates before Puerto Rico courts, arbitration and quasi-judicial administrative forums, such as the Equal Employment Opportunity Commission, and the Anti-Discrimination Unit and Office of Mediation and Adjudications of the Puerto Rico Department of Labor (PRDOL). Prior to studying law, Daniel worked as Labor Standards Inspector for the Fair Labor Standards Bureau of the PRDOL. He has experience, litigates, and advises clients on wage and hour matters, wrongful terminations, employment discrimination and retaliation. Daniel has also experience and advises construction industry clients engaged in federally assisted projects with the administration of the following:

- The Davis Bacon Act (DBA)
- The Fair Labor Standards Act (FLSA)
- The Contract Work Hours and Safety Standards Act (CWHSSA)
- The Copeland Act (Anti-Kick Back Act)
- Section 3 of the Housing and Urban Development Act of 1968

He is an invaluable resource for his clients in the matter of wage and hour law, a practice area where he has excelled.

Before joining Schuster LLC, Daniel clerked for the Hon. Efraín E. Rivera Pérez of the Supreme Court of Puerto Rico. He graduated at the top of his law school class and received multiple academic awards, including the most outstanding student in civil and criminal law by the Puerto Rico Bar Association. During law school, Daniel was a member of the editorial staff of the *Pontifical Catholic University of Puerto Rico Law Review*.

## Professional and Community Affiliations

- Member, Puerto Rico Bar Association
- Member, Labor and Employment Law Section, American Bar Association
- Director, Association of Labor Relations Professionals

## Education

J.D., Pontificia Universidad Católica de Puerto Rico, 2005, *summa cum laude*

B.A., University of Puerto Rico, 1996, *magna cum laude*

## Bar Admissions

Puerto Rico

## Courts

U.S. Court of Appeals, 1st Circuit

Supreme Court of Puerto Rico

## Languages

Spanish

English

## Publications & Press

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

*Littler Press Release*

November 16, 2023

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

*Littler Global Guide Quarterly*

October 17, 2023

**Will the FLSA Regulations for Exempt Employees Apply to Puerto Rico Operations?**

*Littler ASAP*

August 31, 2023

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

*Littler Global Guide Quarterly*

July 17, 2019

**Guidelines on the Interpretation of Puerto Rico's Employment Legislation, Chapters 4, 5 and 7**

*Little Insight*

June 11, 2019

**New Act in Puerto Rico Establishes a Special Paid Leave for Employees Suffering from Catastrophic Illnesses**

*Little ASAP*

February 2, 2018

**Puerto Rico's ADA Counterpart, Law 44, Does Not Provide for Individual Liability**

*Little ASAP*

April 7, 2014

**Employer's Liability for Sexual Harassment from Supervisors: Recommendations Based on the Doctrinal Development**

*42 PR Law Journal 117*

2003

## **Speaking Engagements**

**Puerto Rico Labor Reform 2022: Amendments to the Puerto Rico Labor Transformation and Flexibility Act**

July 5, 2022

**2021 Puerto Rico Virtual Regional Employer Conference**

San Juan, PR

November 16, 2021

**Puerto Rico Wage and Hour Webinar "Arroz y Habichuelas"**

San Juan, PR

March 8, 2018

**Puerto Rico Labor Reform 2017: What You Need to Know**

San Juan, PR

February 16, 2017

**To Be or Not to Be: Recent Controversies About Who Is and Who Is Not an Exempt Employee**

Employer's Committee - Puerto Rico Department of Labor and Human Resources

2013

**All you Have to Know about The Minimum Wage, Vacation and Sick Leave Act**

Puerto Rico Association of Labor Relations Practitioners

2012

**Wage and Hour: Recent Developments and Trends**

Puerto Rico Association of Labor Relations Practitioners

2011