



Lourdes C. Hernández-Venegas

Capital Member

221 Ponce de León Ave.
15th Floor
San Juan 00917-3128 Puerto Rico
main: (787) 765-4646
direct: (787) 282-6212
fax: (787) 765-4611
lhernandez@littler.com



Focus Areas

Discrimination and Harassment
Business Restructuring and M&A
ERISA and Benefit Plan Litigation
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation
Training - Compliance, Ethics, Leadership

Overview

Lourdes C. Hernández-Venegas practices in all areas of employment law, is an accomplished litigator, and advises clients in all areas, including business restructuring and benefits issues. She chairs Schuster Agulíó's Employee Benefits and ERISA Litigation Practice Group and has achieved extraordinary success litigating employee benefits matters, in addition to her successful litigation practice in other areas of employment law.

Prior to entering private practice, Lourdes served as judicial clerk to the Hon. Carmen Rita Vélez Borrás, where she gained extensive experience in issues dealing with injunctive relief and other equitable remedies. She has taught research and writing to first year law students at the University of Puerto Rico.

At Harvard, Lourdes was active in public service programs, including serving as the director of the Inner-City Outreach Summer Program. In 1994, she received the Stride Rite Prize for Outstanding Public Service for her body of public service work.

Lourdes actively participates in non-profit organizations dedicated to promoting Puerto Rican culture and folkloric arts. She performs with the Gracimá dance group and teaches dance at the Caridad Brenes de Cepeda School of Bomba and Plena.

Professional and Community Affiliations

- Member, Puerto Rico Bar Association
- Member, American Bar Association
- Member, Labor and Employment and Litigation sections, Federal Bar Association
- Member, Defense Research Institute
- Member, Employee Benefits Institute of America
- Director, Caridad Brenes de Cepeda School of Bomba & Plena Dance
- Instructor, Caridad Brenes de Cepeda School of Bomba & Plena Dance

Education

J.D., University of Puerto Rico, 1998, *cum laude*

B.A., Harvard University, 1994, *cum laude*

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

Languages

Spanish

English

Publications & Press

Littler Global Guide - Puerto Rico - Q4 2021

Littler Global Guide Quarterly

January 19, 2022

Puerto Rico Department of the Treasury Announces 2022 Limits on Qualified Retirement Plans

Littler ASAP

January 18, 2022

Supreme Court of Puerto Rico Validates Implicit Consent for Arbitration Agreements in the Employment Context

Littler ASAP

November 12, 2021

Littler Global Guide - Puerto Rico - Q2 2020

Littler Global Guide Quarterly

July 23, 2020

Governor of Puerto Rico Extends Curfew and Expands List of Businesses Allowed to Reopen

Littler ASAP

May 26, 2020

Puerto Rico: Breach of Contract Claims in the COVID-19 Age and the “Force Majeure” Defense: Considerations for Employers

Littler Insight

May 12, 2020

Puerto Rico: Deadlines to File Qualification Amendments are Extended due to COVID-19 Lockdown

Littler ASAP

May 12, 2020

Littler Global Guide - Puerto Rico - Q1 2020

Littler Global Guide Quarterly

April 15, 2020

Puerto Rico Treasury Department Extends Tax Exemptions for COVID-19 Employer-Provided Payments and Amends Rules for Qualified Retirement Plan and IRA Distributions

Littler ASAP

March 30, 2020

U.S. DOL Issues Additional Questions and Answers on the FFCRA which Directly Impact Puerto Rico Employers

Littler ASAP

March 28, 2020

Puerto Rico Treasury Department Issues Post-Earthquake Rules for Qualified Retirement Plan and IRA Distributions and Loans

Littler ASAP

February 21, 2020

Puerto Rico Department of Treasury Grants Tax Exemptions for Employer-Provided Payments and Certain Benefits to Employees and Independent Contractors Related to the Recent Earthquakes

Littler ASAP

February 21, 2020

Puerto Rico Department of the Treasury Announces 2020 Limits on Qualified Retirement Plans

Littler ASAP

January 14, 2020

Uncharted Territory: Puerto Rico's Law Firms Find Their Footing After Disaster

Law360

February 19, 2019

Hurricane Maria's Aftermath, Part II: Puerto Rico Government Provides Various Exemptions and Extensions to Multiple Upcoming Deadlines

Littler Insight

October 16, 2017

Littler Global Guide - Puerto Rico - Q3 2017

Littler Global Guide Quarterly

October 12, 2017

The Department of Health & Human Services Clarifies Applicability of Certain Provisions of the Affordable Care Act to Health Insurance Issuers in Puerto Rico

Littler ASAP

August 6, 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

Benefits in the Time of COVID: What Now?

Webinar

May 29, 2020

Facing COVID-19 Challenges: Practical Guidance for Puerto Rico Employers

Webinar

April 6, 2020

2019 Puerto Rico Conference

San Juan, PR

April 12, 2019

When the Smoke Clears: Preparing the Workplace for the Legalization of Cannabis in North America

San Francisco, CA

January 2019

An Ounce of Prevention

Littler Executive Employer Conference, Phoenix, AZ

2018

2018 Littler Puerto Rico Conference

San Juan, PR

April 19, 2018

Puerto Rico New Tax Relief Measurements in the Aftermath of Hurricanes Irma and María

January 9, 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

Understanding Puerto Rico

GELAC

2015

Puerto Rico's Top 10

Littler Executive Employer Conference, Phoenix, AZ
2015