

Maria Elisa Echenique-Arana

Associate

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Focus Areas

Discrimination and Harassment
Labor Management Relations
Appellate Practice
Hiring, Performance Management and Termination

Overview

María Elisa Echenique-Arana counsels employers in a broad range of employment and labor law topics. She advises and represents clients in matters including wrongful termination, discrimination, retaliation and sexual harassment in state and federal courts as well as before the Anti-Discrimination Unit and the Equal Employment Opportunity Commission.

Prior to joining Littler, Maria worked at another law firm in San Juan representing management in labor and employment cases. During law school, she represented Puerto Rico in the Louis M. Brown International Client Counseling Competition in Las Vegas, Nevada, as well as in the International Youth Leadership Conference in Prague, Czech Republic.

Professional and Community Affiliations

- Member, Federal Bar Association

Recognition

- Recipient, *MicroJuris Research Award*, 2009

Education

J.D., University of Puerto Rico, 2009, *magna cum laude*

B.A., University of Puerto Rico, 2004, *magna cum laude*

Bar Admissions

Puerto Rico

Courts

Supreme Court of Puerto Rico

U.S. District Court, District of Puerto Rico

Languages

Spanish

English

Publications & Press

Minimum Salary Level in DOL's Final Overtime Rule Will Not Apply to Puerto Rico

Littler ASAP

September 27, 2019

Guidelines on the Interpretation of Puerto Rico's Employment Legislation, Chapters 9 and 10

Littler Insight

July 1, 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

Hurricane Maria's Aftermath: Highlights of Available Government Assistance for Puerto Rico Residents

Littler Insight

October 12, 2017

Speaking Engagements

2019 Puerto Rico Conference

Hato Rey, PR

April 12, 2019

Sexual Harassment in the Workplace Seminar

Microsoft Operations, Puerto Rico

2015