

Rafael E. Aguiló-Vélez

Capital Member

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Focus Areas

Discrimination and Harassment
Wage and Hour
Policies, Procedures and Handbooks
Hiring, Performance Management and Termination
Retail

Overview

Rafael E. Aguiló-Vélez is a co-founder of Schuster Aguiló. He focuses his practice on labor and employment law and is an experienced trial lawyer in civil litigation. He has argued before the Puerto Rico office of the National Labor Relations Board and actively practices before federal and Puerto Rico courts and administrative agencies. He has tried hundreds of cases, and he also provides preventive counseling to employers as a skilled negotiator of settlements and collective bargaining agreements. His experience includes representing corporate entities in the areas of:

- Wrongful dismissal
- Discrimination
- Sexual harassment
- Wage and hour
- Workers' compensation
- Distribution contracts
- Torts
- Breach of contract litigation

Rafael frequently presents seminars to business organizations, as well as, customized seminars targeting the specific needs and business realities of each client. Before founding Schuster Aguiló, Rafael served as a special aide to the Secretary of Justice of Puerto Rico and ran his own private practice. Prior to his legal career, he held several management

positions at a national retailer, was president of a home improvements company in Milwaukee and operated his own printing business.

Professional and Community Affiliations

- Member, Puerto Rico Bar Association
- Member, Labor and Employment Law and Law Practice Management Sections, American Bar Association
- Member, Federal Bar Association

Recognition

- Fellow, *Federal Bar Association*
- Named, The Best Lawyers in Puerto Rico®, 2020

Education

J.D., University of Puerto Rico, 1991, *magna cum laude*

B.A., Carroll College, 1979, *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 Attorneys in Canada and Puerto Rico Named to 2020 Best Lawyers™ List

Littler Press Release

August 21, 2019

Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide

Littler Press Release

June 5, 2018

Puerto Rico Secretary of Labor Issues Opinion Regarding Allowed Payroll Deductions Following Hurricanes Irma and María

Littler ASAP

November 14, 2017

Littler Attorneys Named in 2017 Who's Who Legal Guide

Littler Press Release

September 28, 2017

Puerto Rico Approves Major Reform of its Employment Laws

Littler ASAP

January 26, 2017

Puerto Rico Employers Cannot Withhold Income Taxes for Christmas Bonuses of \$600 or Less

Littler ASAP

December 15, 2016

Puerto Rico Governor Signs Law Allowing Employees to Use Accrued Paid Sick Leave to Care for Qualified Family Members

Littler ASAP

January 12, 2016

Amendment to Act 180 Imposes Civil Penalties on Employers for Violations

Littler ASAP

October 3, 2014

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

Littler ASAP

October 1, 2014

Puerto Rico Governor Vetoes Bill Prohibiting Workplace Harassment

Littler ASAP

June 13, 2014

Littler Expands to Puerto Rico

Littler Press Release

December 9, 2013

Speaking Engagements

2019 Puerto Rico Conference

Hato Rey, PR
April 12, 2019

2018 General Session

Littler Executive Employer, Phoenix, AZ
May 3, 2018

2018 Littler Puerto Rico Conference

Hato Rey, PR
April 19, 2018

2017 Littler Global Puerto Rico Conference

Hato Rey, PR
April 7, 2017

Puerto Rico Labor Reform 2017: What You Need to Know

Hato Rey, PR
February 16, 2017

Second Annual Puerto Rico Conference

Condado Vanderbilt San Juan, Puerto Rico
August 18, 2016

Littler Global Puerto Rico Conference

Hato Rey, PR
August 20, 2015

Setting up Shop in Puerto Rico: What You Need to Know

July 15, 2015