



## Sashmarie Z. Rivera-Lopez

Counsel

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### Focus Areas

Discrimination and Harassment  
Hiring, Performance Management and Termination  
Leaves of Absence and Disability Accommodation  
Legislative and Regulatory  
Policies, Procedures and Handbooks

### Overview

Sashmarie Zuhey Rivera-López has successfully litigated labor and employment matters in both state and federal courts as well as administrative agencies. Her experience practicing before courts and administrative agencies, including the Puerto Rico Anti-Discrimination Unit, the Equal Employment Opportunity Commission and the Fair Labor Standards Bureau, has provided Sashmarie with the ability to wisely advise her clients in making business decisions. She defends employers against claims of wrongful dismissal, discrimination, harassment, retaliation and other employment-related issues. Sashmarie routinely counsels clients on requests for reasonable accommodations, drug-testing policies, employment contracts, internal investigations, disciplinary processes, and compliance.

Prior to joining Littler, Sashmarie served as public policy analyst at the Department of Health of Puerto Rico. During law school, Sashmarie served as project manager for the Pro Bono Program in labor law matters. Through her work at the law school's legal aid clinic and at the Pro Bono Program she gained litigation experience and successfully counseled employers on labor law matters.

### Education

J.D., University of Puerto Rico School of Law, 2016, *magna cum laude*  
B.S.W., University of Puerto Rico, 2013, *magna 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

### **Got the Green Light: New Puerto Rico Law Expands Employment Protections for Registered and Licensed Medical Cannabis Patients**

*Little ASAP*

July 30, 2021

### **Puerto Rico Governor Issues Executive Order Relaxing COVID-19 Restrictions**

*Little ASAP*

June 4, 2021

### **Little Global Guide - Puerto Rico - Q3 2020**

*Little Global Guide Quarterly*

October 22, 2020

### **Little Global Guide - Puerto Rico - Q2 2020**

*Little Global Guide Quarterly*

July 23, 2020

### **Puerto Rico SIF Extends Payroll Info Deadline, Adds Telecommuting Classifications**

*Workcomp Central*

July 10, 2020

### **Puerto Rico State Insurance Corporation Issues 2020-2021 Risk Classification Manual with Important Modifications**

*Little ASAP*

July 6, 2020

**Employers in Puerto Rico: Don't forget to renew your Workers' Compensation Insurance Policy**

*Little ASAP*

June 22, 2020

**Puerto Rico Enacts Law Designating COVID-19 as a Work-Related Condition for Workers' Compensation Purposes**

*Little ASAP*

June 4, 2020

**Key Takeaways from Puerto Rico's Latest COVID-19-Related Executive Order**

*Little ASAP*

April 13, 2020

**Puerto Rico Extends Lockdown and Curfew, Imposes Additional Restrictions**

*Little ASAP*

April 1, 2020

**Deck the Halls and Pack the Malls: 10 Issues for Seasonal Employee Hiring**

*Little Insight*

November 12, 2019

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

*Little Global Guide Quarterly*

July 17, 2019

**Guidelines on the Interpretation of Puerto Rico's Employment Legislation, Chapters 6 and 8**

*Little Insight*

June 21, 2019

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

*Little Insight*

June 11, 2019

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

*Little Insight*

October 12, 2017

**Speaking Engagements**

**¿Es considerado el COVID-19 una enfermedad laboral en cada jurisdicción?**

October 28, 2020

**El ABC del poder disciplinario aplicado a trabajadores remotos**

August 27, 2020

**2019 Puerto Rico Conference**

San Juan, PR

April 12, 2019

**Books & Book Chapters**

- *Strategic Plan for Tobacco Control in Puerto Rico*, Department of Health of Puerto Rico, November 2015