



Shiara Diloné-Fernández

Capital Member

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Focus Areas

Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Workers' Compensation
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation

Overview

With over ten years of experience in labor and employment law, Shiara Diloné-Fernández advises and represents employers in a broad range of employment law matters arising under state and federal law, with a focus on discrimination, retaliation and workers' compensation claims. She also litigates in the areas of general civil and commercial law. She has successfully defended claims against employers before the Puerto Rico courts and various administrative agencies and has obtained favorable dismissals of claims involving discrimination, harassment and retaliation claims before the U. S. Court of Appeals for the First Circuit and the U. S. District Court for the District of Puerto Rico.

In addition to serving as litigation counsel, Shiara regularly provides clients with proactive strategies to manage litigation risk and ensure compliance with employment laws concerning terminations and disability accommodation issues. She also counsels clients on matters involving employee hiring, discipline and workplace policies.

Shiara is a member of the Schuster LLC's ERISA & Employee Benefits Litigation Practice group. She is a certified public accountant and has experience with the Joint and Permanent Commission for Puerto Rico's Civil Code Reform.

After graduating law school, Shiara joined Schuster Aguiló as a law clerk and rose to partner within five years. During law school, she was a member of the *University of Puerto Rico Law Review* and served as a judicial clerk to the Hon. Georgina Candal of the Puerto Rico Court of First Instance.

Professional and Community Affiliations

- Member, Board of Directors, Puerto Rico Association of Labor Relations Practitioners, 2009-2011
- Member, Puerto Rico Bar Association
- Member, Labor and Employment Law and Litigation sections, American Bar Association
- Member, Puerto Rico Board of Accountancy

Recognition

- Recipient, Faculty Award Outstanding Student in Criminal Law, *University of Puerto Rico*, 2003
- Recipient, Benicio Sánchez Castaño Award for Outstanding Student in Criminal Law, *Puerto Rico Bar Association*, 2003

Education

J.D., University of Puerto Rico, 2003, *magna cum laude*

B.A., University of Puerto Rico, 1998, *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

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

Little Press Release

November 16, 2023

Little Global Guide - Puerto Rico - Q3 2022

Little Global Guide Quarterly

October 25, 2022

Puerto Rico Enacts New Legislation on Remote Workers of “Out-of-State” Employers

Little ASAP

July 27, 2022

Little Global Guide - Puerto Rico - Q2 2020

Little Global Guide Quarterly

July 23, 2020

Puerto Rico Governor Signs New Civil Code

Little ASAP

June 2, 2020

Governor of Puerto Rico Extends Curfew and Relaxes Lockdown

Little Insight

May 2, 2020

Little Global Guide - Puerto Rico - Q1 2020

Little 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

Little ASAP

March 30, 2020

Puerto Rico Government Extends Several Deadlines in Light of COVID-19 Emergency

Little ASAP

March 20, 2020

Puerto Rico Agencies Issue Guidance Clarifying Executive Order on COVID-19 Shutdown and Curfew Measures

Little Insight

March 18, 2020

Puerto Rico Approves Major Reform of its Employment Laws

Little ASAP

January 26, 2017

Puerto Rico Supreme Court: Failure to Provide Safe, Private and Hygienic Area for Breastfeeding in the Workplace May Violate Working Mother's Constitutional Right to Privacy

Little ASAP

February 3, 2016

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

Little ASAP

January 12, 2016

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

Little ASAP

October 1, 2014

Little Expands to Puerto Rico

Little Press Release

December 9, 2013

Speaking Engagements

2023 Puerto Rico Employer Conference

San Juan, PR

April 27, 2023

2021 Puerto Rico Virtual Regional Employer Conference

San Juan, PR

November 16, 2021

Reestructuración de costos basado en la terminación de contratos de trabajo / Planes de retiro

May 28, 2020

2019 Puerto Rico Conference

San Juan, PR

April 12, 2019

2018 Little Puerto Rico Conference

San Juan, PR

April 19, 2018

2017 Littler Global Puerto Rico Conference

San Juan, PR

April 7, 2017

Puerto Rico Labor Reform 2017: What You Need to Know

San Juan, PR

February 16, 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