

Carl Schuster

Partner Emeritus

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Practice Areas

Discrimination and Harassment
Whistleblowing, Compliance and Investigations
HR Advice and Counsel
Privacy and Data Security
Workers' Compensation

Overview

In a legal career spanning almost three decades, Carl Schuster has handled over a thousand litigation matters and tried in the neighborhood of two-hundred cases before all forums. He has numerous published opinions before the U. S. Court of Appeals for the First Circuit, U. S. District Court for the District of Puerto Rico and the Puerto Rico Supreme Court. He concentrates his practice on employment law in its broad sense, representing and advising clients on matters related to:

- Sexual harassment
- Discrimination
- Privacy issues
- Wrongful termination
- Retaliation

Carl has experience in traditional labor law and has handled numerous unfair labor practice cases, representation hearings, union election campaigns, and post-election procedures. His litigation experience includes non-labor matters, such as commercial arbitration disputes, contracts law, constitutional law, toxic torts, defamation and workplace accident matters. In addition, he is active in all areas of preventive counseling as well as structuring employment law training programs.

Carl has authored articles and regularly lectures on labor and employment topics before the Puerto Rico Bar Association, the Chamber of Commerce, the Society for Human Resources Management (SHRM), the Pharmaceutical Industry Association, the Association of Labor Relations Practitioners, and the Council on Education in Management, amongst others. He frequently

presents client seminars and has been a guest speaker for the Puerto Rico Judicial System Training Institute.

Professional and Community Affiliations

- Member, Labor and Employment Law and Litigation sections, American Bar Association
- Member, Federal Bar Association
- Member, Defense Research Institute
- Member, Puerto Rico Bar Association
- Member, Organizing Committee - Biannual Labor Law Conference, Interamerican University Law School, 1999-2015
- Former President, Labor and Employment Law Division, Puerto Rico Bar Association

Recognition

- Named, Labour and Employment, *Chambers Latin America*, 2025
- Named, The Best Lawyers in Puerto Rico™, 2019-2020, 2022-2025
- Named, Lawyer of the Year, Labor and Employment Law, Puerto Rico, *Best Lawyers*, 2019

Education

J.D., University of Puerto Rico, 1984

B.A., University of Puerto Rico, 1981, *cum laude*

Bar Admissions

Puerto Rico

Languages

Spanish

English

Courts

U.S. Supreme Court

U.S. Court of Appeals, 1st Circuit

Supreme Court of Puerto Rico

U.S. District Court, District of Puerto Rico

Publications & Press

Littler Attorneys in Brazil, Colombia, Mexico, Portugal, Puerto Rico and Spain Recognized in 2025 Best Lawyers™ Editions

Press Release

November 14, 2024

Littler Recognized in 2025 Chambers Latin America Guide

Press Release

August 22, 2024

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

Press Release

November 16, 2023

Littler Ranked in Chambers Latin America Guide 2023

Press Release

August 26, 2022

Littler Attorneys Named to 2022 Best Lawyers™ Lists in Canada and Puerto Rico

Press Release

August 26, 2021

Littler Attorneys in Four Countries Named to 2021 Best Lawyers™ List

Press Release

November 20, 2020

Littler Attorneys in Canada and Puerto Rico Named to 2020 Best Lawyers™ List

Press Release

August 21, 2019

Littler Attorneys in Canada and Puerto Rico Named to 2019 Best Lawyers™ List

Press Release

August 21, 2018

Littler Ranks in The Legal 500 Latin America 2017 and Chambers and Partners Latin America 2018 Guides

Press Release

September 22, 2017

Littler Expands to Puerto Rico

Press Release

December 9, 2013

Events & Speaking Engagements

2018 Littler Puerto Rico Conference

San Juan

April 19, 2018

Second Annual Puerto Rico Conference

San Juan

August 18, 2016

Littler Global Puerto Rico Conference

San Juan

August 20, 2015

Sexual Harassment in the Workplace: Modalities and Jurisprudence

First Annual Labor Law Symposium, Society for Human Resource Management, Puerto Rico

March 6, 2014