



Carlos J. Saavedra-Gutiérrez

Shareholder

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Practice Areas

Labor Management Relations

Whistleblowing, Compliance and Investigations

Overview

Carlos J. Saavedra-Gutiérrez brings over 10 years of experience in both the private and public sectors to his legal practice.

Carlos has experience as a field attorney in Region 12 of the NLRB. He investigated charges of unfair labor practices, litigated cases, and conducted elections to determine union preferences. Before that, he worked as a labor and employment associate in a large Puerto Rico law firm, where he litigated cases related to terminations, discrimination, accommodation. He also counseled employers on business immigration, work visas, and preparation of visa petitions, including L-1 visas for intracompany transferees.

Carlos was chief legal officer of the Puerto Rico Fiscal Agency and Financial Advisory Authority, where he managed the legal strategy of the Puerto Rico Title III bankruptcy-like proceedings under the PROMESA Act. He also supervised and led the restructuring negotiations of over \$70 billion in debt across 17 different issuers in Puerto Rico.

He previously served as the Puerto Rico secretary of Labor and Human Resources, and later as the general counsel to the governor of Puerto Rico, where he advised the governor on legal matters ranging from analyzing litigation and drafting executive orders to supervising public policy-related litigation in state and federal court.

Carlos began his legal career as law clerk to Associate Justice Mildred G. Pabón-Charneco in the Puerto Rico Supreme Court. During law school, he was associate director of the University of Puerto Rico Law Review.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Puerto Rico Lawyers Association
- Member, The Federalist Society

Recognition

- Named, The Best Lawyers in Puerto Rico™, *Labor and Employment Law*, 2024-2026

Education

J.D., University of Puerto Rico School of Law, 2011

B.A., University of Puerto Rico, Río Piedras, 2008, *magna cum laude*

Bar Admissions

Puerto Rico

Languages

Spanish

English

Courts

U.S. District Court, District of Puerto Rico