

Daniel Quiles-Pumarejo

Capital Member

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Practice Areas

Wage and Hour
Workers' Compensation
Discrimination and Harassment
Appellate

Overview

Daniel Quiles-Pumarejo actively litigates before Puerto Rico courts, arbitration and quasi-judicial administrative forums, such as the Equal Employment Opportunity Commission, and the Anti-Discrimination Unit and Office of Mediation and Adjudications of the Puerto Rico Department of Labor (PRDOL). Prior to studying law, Daniel worked as Labor Standards Inspector for the Fair Labor Standards Bureau of the PRDOL. He has experience, litigates, and advises clients on wage and hour matters, wrongful terminations, employment discrimination and retaliation. Daniel has also experience and advises construction industry clients engaged in federally assisted projects with the administration of the following:

- The Davis Bacon Act (DBA)
- The Fair Labor Standards Act (FLSA)
- The Contract Work Hours and Safety Standards Act (CWHSSA)
- The Copeland Act (Anti-Kick Back Act)
- Section 3 of the Housing and Urban Development Act of 1968

He is an invaluable resource for his clients in the matter of wage and hour law, a practice area where he has excelled.

Before joining Schuster LLC, Daniel clerked for the Hon. Efraín E. Rivera Pérez of the Supreme Court of Puerto Rico. He graduated at the top of his law school class and received multiple academic awards, including the most outstanding student in civil and criminal law by the Puerto Rico Bar Association. During law school, Daniel was a member of the editorial staff of the *Pontifical Catholic University of Puerto Rico Law Review*.

Professional and Community Affiliations

- Member, Puerto Rico Bar Association
- Member, Labor and Employment Law Section, American Bar Association
- Director, Association of Labor Relations Professionals

Recognition

- Named, The Best Lawyers in Puerto Rico™, 2024-2025

Education

J.D., Pontificia Universidad Católica de Puerto Rico, 2005, *summa cum laude*

B.A., University of Puerto Rico, 1996, *magna cum laude*

Bar Admissions

Puerto Rico

Languages

Spanish

English

Courts

U.S. Court of Appeals, 1st Circuit

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

Press Release

November 16, 2023

Littler Global Guide - Puerto Rico - Q3 2023

Littler Global Guide Quarterly

October 17, 2023

Will the FLSA Regulations for Exempt Employees Apply to Puerto Rico Operations?

Littler ASAP

August 31, 2023

Littler Global Guide - Puerto Rico - Q2 2019

Littler Global Guide Quarterly

July 17, 2019

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

Littler ASAP

June 11, 2019

New Act in Puerto Rico Establishes a Special Paid Leave for Employees Suffering from Catastrophic Illnesses

Littler ASAP

February 2, 2018

Puerto Rico's ADA Counterpart, Law 44, Does Not Provide for Individual Liability

Littler ASAP

April 7, 2014

Employer's Liability for Sexual Harassment from Supervisors: Recommendations Based on the Doctrinal Development

42 PR Law Journal 117

2003

Events & Speaking Engagements

Advancing Workplace Equality & Safety

March 27, 2025

2024 Puerto Rico Regional Employer Conference

San Juan

November 15, 2024

Puerto Rico Labor Reform 2022: Amendments to the Puerto Rico Labor Transformation and Flexibility Act

July 5, 2022

2021 Puerto Rico Virtual Regional Employer Conference

San Juan

November 16, 2021

Puerto Rico Wage and Hour Webinar "Arroz y Habichuelas"

San Juan

March 8, 2018

Puerto Rico Labor Reform 2017: What You Need to Know

San Juan

February 16, 2017

To Be or Not to Be: Recent Controversies About Who Is and Who Is Not an Exempt Employee

Employer's Committee - Puerto Rico Department of Labor and Human Resources

2013

All you Have to Know about The Minimum Wage, Vacation and Sick Leave Act

Puerto Rico Association of Labor Relations Practitioners

2012

Wage and Hour: Recent Developments and Trends

Puerto Rico Association of Labor Relations Practitioners

2011