Daniel Quiles-Pumarejo

Shareholder

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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™, 2024-2027

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 Named to 2027 Best Lawyers™ Lists in Colombia and Puerto Rico
Press Release
November 5, 2026

Littler Attorneys Named to 2026 Best Lawyers™ Lists in Brazil, Colombia, Mexico, Portugal, Puerto Rico and Spain
Press Release
November 13, 2025

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

2026 Puerto Rico Employer Conference
San Juan
November 18, 2026

2025 Puerto Rico Employer Conference
San Juan
November 13, 2025

Are You Adequately Compensating Your Nonexempt Employees? Understanding the Challenges of "Compensable Time" in the Modern Workplace
June 18, 2025

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