



Erika Berríos - Berríos

Managing Capital Member

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Practice Areas

Discrimination and Harassment
Leave and Accommodation
Wage and Hour
Handbooks and Policies
Retail

Overview

Erika Berríos-Berríos has successfully litigated labor and employment matters in both state and federal courts and administrative agencies. In addition, she has substantial experience representing employers in employment audits conducted by the federal and state agencies and has also gained ample experience representing employers in arbitration proceedings representing private and public employers.

Her experience practicing before courts and administrative agencies, including the Puerto Rico Antidiscrimination Unit, the Equal Employment Opportunity Commission and the Fair Labor Standards Bureau, has provided Erika with the ability to wisely advise her clients in making business decisions.

Erika has specific experience providing litigation defense of claims arising under the Puerto Rico Labor and Employment statutes including unjust dismissal claims, Title VII of the Civil Rights Act, the Equal Pay Act, the American with Disabilities Act, and the Age Discrimination in Employment Act.

She routinely counsels clients on reorganizations under the Puerto Rico legal framework, leaves of absences, employment contracts, reductions-in-force, internal investigations, disciplinary process, and compliance.

Additionally, Erika frequently conducts training programs and seminars for all levels of management in various industries in the following topics: sexual harassment in the workplace, employment discrimination, diversity and inclusion, domestic violence

protocol, equal pay, internal investigations, and disciplinary and evaluation processes.

Erika's representative clients include retailers, insurers, nonprofit organizations, public corporations, medical device companies, pharmaceutical manufacturers.

Professional and Community Affiliations

- Member, Federal Bar Association, Puerto Rico Chapter
- Member, SHRM – Puerto Rico
- Member, Labor Relations Professionals Association

Recognition

- Named, Lawyer of the Year, *The Best Lawyers in Puerto Rico™*, 2025
- Named, The Best Lawyers in Puerto Rico™, 2024-2025
- Recipient, First Place, Trial Competition, *University of Puerto Rico Law School*
- Recipient, Highest Civil Law GPA Award, *University of Puerto Rico, Law School*, 2008
- Recipient, Highest Statistics GPA Award, *University of Puerto Rico*, 2005

Education

J.D., University of Puerto Rico, 2008, *magna cum laude*

B.A., University of Puerto Rico, 2005, *magna cum laude*

Bar Admissions

Puerto Rico

Languages

Spanish

English

Courts

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 Global Guide - Puerto Rico - Q4 2023

Littler Global Guide Quarterly

January 16, 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

New Puerto Rico Military Code: What Puerto Rico Employers Should Know

Littler ASAP

October 6, 2023

Sports-Related Employment Law Updates in Puerto Rico

Littler ASAP

October 6, 2023

Informal Caregivers in Puerto Rico Do Not Need to Satisfy Threshold Requirements for Requesting Work Schedule Changes

Littler ASAP

August 17, 2023

Hot off the Press: New Labor Reform Bill for Puerto Rico

Littler ASAP

June 21, 2022

Littler Global Guide - Puerto Rico - Q3 2020

Littler Global Guide Quarterly

October 22, 2020

Puerto Rico's New Electoral Code Creates Two Hours of Paid Voting Leave

Littler ASAP

August 10, 2020

Littler Global Guide - Puerto Rico - Q2 2020

Littler Global Guide Quarterly

July 23, 2020

Puerto Rico Supreme Court Holds Plaintiffs Bear the Burden of Clearly Asserting in Their Complaints the Elements of Constructive Discharge Claims

Littler ASAP

April 15, 2020

Puerto Rico DOL Regulations to Administer the Equal Pay Program Will Take Effect on March 14, 2020

Littler ASAP

March 6, 2020

Littler Global Guide - Puerto Rico - Q3 2019

Littler Global Guide Quarterly

October 16, 2019

Littler Pay Equity Assessment™ Ahora Disponible En Puerto Rico

Press Release

September 24, 2019

Littler Pay Equity Assessment™ Now Available in Puerto Rico

Press Release

September 24, 2019

Puerto Rico Enacts Law Providing Unpaid Leave and Reasonable Accommodation for Victims of Abuse

Littler ASAP

August 8, 2019

Puerto Rico Supreme Court Holds Act 2's Counterclaim Bar Does Not Preclude Employer's Independent Suit

Littler ASAP

August 7, 2019

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

Guidelines on the Interpretation of Puerto Rico's Employment Legislation, Chapters 1-3

Littler ASAP

June 4, 2019

Puerto Rico Supreme Court Holds that an Employee's Felony Indictment Constitutes Just Cause for Termination

Littler ASAP

May 7, 2019

Littler Global Guide - Puerto Rico - Q4 2018

Littler Global Guide Quarterly

January 16, 2019

Puerto Rico Adopts New Regulation to Administer Unemployment Insurance

Littler ASAP

November 28, 2018

Puerto Rico Supreme Court Sets Standard to Apply the Successor Liability Doctrine

Littler ASAP

March 15, 2018

Littler Global Guide - Puerto Rico - Q4 2017

Littler Global Guide Quarterly

January 19, 2018

Employers Have until January 5, 2018 to Submit Comments on Proposed Regulation Implementing Puerto Rico's Working Hours and Days Act

Littler ASAP

December 11, 2017

Puerto Rico Secretary of Labor Issues Opinion Regarding Allowed Payroll Deductions Following Hurricanes Irma and María

Littler ASAP

November 14, 2017

Deadline to Make Contributions and File Quarterly Unemployment and Disability Tax Report in Puerto Rico Extended until December 15, 2017

Littler ASAP

October 25, 2017

Puerto Rico Secretary of Labor and Human Resources Issues New Guidelines Governing Payment of the Christmas Bonus

Littler ASAP

October 23, 2017

Puerto Rico Secretary of Labor Issues Opinion Regarding Employee Compensation Following Hurricanes Irma and María

Littler ASAP

October 18, 2017

Puerto Rico Approves Major Reform of its Employment Laws

Littler ASAP

January 26, 2017

Events & Speaking Engagements

2024 Puerto Rico Regional Employer Conference

San Juan

November 15, 2024

2023 Puerto Rico Employer Conference

San Juan

April 27, 2023

V Conferencia Anual en Perú

September 5, 2019

2019 Puerto Rico Conference

San Juan

April 12, 2019

2018 Littler Puerto Rico Conference

San Juan

April 19, 2018

2017 Littler Global Puerto Rico Conference

San Juan

April 7, 2017

Puerto Rico Labor Reform 2017: What You Need to Know

San Juan

February 16, 2017