



## Erika Berríos-Berríos

Shareholder

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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
- Founding Member, Puerto Rico Executive Circle

## Recognition

- Named, Lawyer of the Year, *The Best Lawyers in Puerto Rico*™, 2025
- Named, The Best Lawyers in Puerto Rico™, 2024-2027
- Named, Labour and Employment, *Chambers Latin America*, 2026
- 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

**The Global Guide Quarterly (Quarter 2, 2026)**

*Littler Global Guide Quarterly*

July 22, 2026

**The Global Guide Quarterly (Quarter 1, 2026)**

*Littler Global Guide Quarterly*

April 22, 2026

**Puerto Rico Supreme Court Holds that Commercial Image Rights Require Written Transfer and Revocable Consent**

*Littler ASAP*

April 6, 2026

**The Global Guide Quarterly (Quarter 4, 2025)**

*Littler Global Guide Quarterly*

January 28, 2026

**Puerto Rico Governor Declares a State of Emergency Due to Influenza Epidemic, Activating Five-Day Paid Leave**

*Littler ASAP*

January 28, 2026

**Puerto Rico OSHA Updates Penalty Structure for Employer Noncompliance**

*Littler ASAP*

December 23, 2025

**Littler Attorneys Named to 2026 Best Lawyers™ Lists in Brazil, Colombia, Mexico, Portugal, Puerto Rico and Spain**

*Press Release*

November 13, 2025

**Littler Featured in 2026 Chambers Latin America Guide**

*Press Release*

August 21, 2025

**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**

**2025 Puerto Rico Employer Conference**

San Juan

November 13, 2025

**Tendencias Recientes en Beneficios de Empleados y Consideraciones Legales**

August 20, 2025

**Are You Adequately Compensating Your Nonexempt Employees? Understanding the Challenges of “Compensable Time” in the Modern Workplace**

June 18, 2025

**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

**Books & Book Chapters**

- *Women Who Lead in Puerto Rico*, Author, Third Edition, 2025