



## Juan Felipe Santos

Office Managing Shareholder

221 Ponce de León Ave.  
15th Floor  
San Juan 00917-3128 Puerto Rico  
main: +1 (787) 765-4646  
direct:  
fax: +1 (787) 765-4611  
jusantos@littler.com



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## Practice Areas

Litigation and Trials  
Leave and Accommodation  
International Employment Law  
Privacy and Data Security  
AI and Technology  
Wage and Hour  
Hospitality  
Retail

## Overview

Juan Felipe Santos has more than a decade of legal practice, dedicated exclusively to labor and employment law. He has represented employers in litigation before federal and Puerto Rico courts, including at jury trials.

Juan represents clients through all phases of lawsuits and administrative matters, ranging from individual charges and cases to collective and class actions. His experience includes handling wage and hour disputes, employment discrimination and harassment, retaliation, wrongful termination, leaves and accommodation, ERISA, Railway Labor Act, defamation unfair competition and trade secrets, and other employment-related torts.

Juan counsels management on human resource compliance and policy matters from hiring through termination. He offers guidance on drafting handbooks and policies as well as developing strategies for liability mitigation.

Juan provides legal advice to companies establishing operations in Puerto Rico, conducts due diligence employment law audits, and speaks at seminars on a variety of legal topics.

## Professional and Community Affiliations

- Member, Federal Bar Association
- Member, Hispanic National Bar Association
- Member, National Retail Federation
- Member, Puerto Rico Chamber of Commerce
- Member, Society for Human Resource Management (SHRM)

## Recognition

- Named, The Best Lawyers in America®, 2019-2026
- Named, The Best Lawyers in Puerto Rico™, Labor and Employment Law, 2019-2026
- Named, The Best Lawyers in Puerto Rico™, Litigation, 2024-2026
- Ranked, Labor and Employment, *Chambers Latin America*, 2021-2026
- Named, Top Lawyers Under 40, *Hispanic National Bar Association*, 2018

## Education

J.D., University of Puerto Rico School of Law, 2003

B.S., Cornell University, 2000, *Dean's List*

## Bar Admissions

Puerto Rico

## Languages

Spanish

English

## Courts

U.S. Court of Appeals, 1st Circuit

U.S. District Court, District of Puerto Rico