

Lady E. Cumpiano

Special Counsel

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Practice Areas

HR Advice and Counsel
Discrimination and Harassment
Leave and Accommodation
Handbooks and Policies

Overview

Lady E. Cumpiano has over twenty-five years of experience in the areas of employment law and complex civil litigation. She has litigated multiple cases involving claims of sexual harassment, disability discrimination, age discrimination, gender discrimination and wage and hour at the federal, state and administrative levels both in Puerto Rico and in the United States. She has extensive experience in providing advice and counselling to clients on matters regarding leaves of absence, reasonable accommodation, workers' compensation, progressive discipline, terminations, restructurings and various labor matters.

She served as in-house counsel for a Fortune 200 company in the state of Pennsylvania in labor, employment and benefits matters. In that role, she provided daily advice and counsel to human resources personnel throughout fifty-four union and non-union manufacturing plants all over the United States. She also oversaw discipline, terminations, layoffs and restructurings throughout the 25,000 employee organization.

Lady has extensive experience in the presentation of seminars in Puerto Rico and the United States in the areas of sexual harassment, family and medical leave, Law 80 and other employment statutes. She has also trained plant supervisors in union avoidance campaigns.

Lady served as an adjunct professor at the University of Puerto Rico School of Law, where she taught courses in Employment Law.

Professional and Community Affiliations

- Fundraising and Distribution of Meals, Communities of Vietnam, Guaynabo and Villa Calma, Toa Alta, 2020

Recognition

- Named, The Best Lawyers in Puerto Rico™, 2025
- Recipient, Award to Most Outstanding Student, *University of Puerto Rico School of Law*, 1995
- Recipient, Award for Most Outstanding Student, *Puerto Rico Bar Association*, 1995

Education

J.D., University of Puerto Rico School of Law, 1995, *magna cum laude*, *Valedictorian*

B.A., Georgetown University, 1990, *cum laude*

Bar Admissions

Puerto Rico

Pennsylvania

Languages

Spanish

English

French

Italian

Courts

Supreme Court of Puerto Rico

U.S. Court of Appeals, 1st Circuit

U.S. District Court, District of Puerto Rico

Pennsylvania Supreme Court

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Western District of Pennsylvania

Publications & Press

Littler Attorneys in Brazil, Colombia, Mexico, Portugal, Puerto Rico and Spain Recognized in 2025 Best Lawyers™ Editions

Press Release

November 14, 2024