

Lourdes C. Hernández-Venegas

Capital Member

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Practice Areas

Discrimination and Harassment
Business Restructuring and M&A
ERISA and Benefit Plan Litigation
HR Advice and Counsel
Leave and Accommodation

Overview

Lourdes C. Hernández-Venegas practices in all areas of employment law, including discrimination, retaliation, harassment and unjustified dismissal. She is an accomplished litigator at all levels including administrative agencies, state and federal court, and arbitration. Further, she has extensive experience leading client teams that manage agency charges and litigation throughout Puerto Rico. Lourdes advises clients in all areas, including business restructuring and benefits issues, and provides management training in all areas of labor and employment law.

Lourdes chairs Schuster | Littler's Employee Benefits and ERISA Litigation Practice Group and has achieved success litigating employee benefits matters, in addition to her successful litigation practice in other areas of employment law. She also sits as part of the Steering Committee of Littler Mendelson's Women's Leadership Initiative (WLI), and chairs the WLI's Latin America (LATAM) Chapter.

Lourdes obtained her undergraduate degree from Harvard University where she was active in public service programs, and actively participates in nonprofit organizations dedicated to promoting Puerto Rican culture and folkloric arts.

Professional and Community Affiliations

- Member, Puerto Rico Bar Association
- Member, American Bar Association
- Member, Labor and Employment and Litigation sections, Federal Bar Association

- Member, Defense Research Institute
- Member, Employee Benefits Institute of America
- Director, Caridad Brenes de Cepeda School of Bomba & Plena Dance
- Instructor, Caridad Brenes de Cepeda School of Bomba & Plena Dance

Recognition

- Named, The Best Lawyers in Puerto Rico™, 2024-2025

Education

J.D., University of Puerto Rico, 1998, *cum laude*

B.A., Harvard University, 1994, *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 1, 2025)

Littler Global Guide Quarterly

April 23, 2025

Puerto Rico Department of the Treasury Announces 2025 Limits on Qualified Retirement Plans

Littler ASAP

February 6, 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 - Q1 2024

Littler Global Guide Quarterly

April 17, 2024

Puerto Rico Department of the Treasury Announces 2024 Limits on Qualified Retirement Plans

Littler ASAP

February 5, 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 - Q1 2023

Littler Global Guide Quarterly

April 12, 2023

Puerto Rico Department of the Treasury Announces 2023 Limits on Qualified Retirement Plans

Littler ASAP

February 9, 2023

Littler Global Guide - Puerto Rico - Q3 2022

Littler Global Guide Quarterly

October 25, 2022

Puerto Rico Treasury Department Takes Action in Response to Hurricane Fiona

Littler ASAP

September 28, 2022

Littler Global Guide - Puerto Rico - Q4 2021

Littler Global Guide Quarterly

January 19, 2022

Puerto Rico Department of the Treasury Announces 2022 Limits on Qualified Retirement Plans

Littler ASAP

January 18, 2022

Supreme Court of Puerto Rico Validates Implicit Consent for Arbitration Agreements in the Employment Context

Littler ASAP

November 12, 2021

Littler Global Guide - Puerto Rico - Q2 2020

Littler Global Guide Quarterly

July 23, 2020

Governor of Puerto Rico Extends Curfew and Expands List of Businesses Allowed to Reopen

Littler ASAP

May 26, 2020

Puerto Rico: Deadlines to File Qualification Amendments are Extended due to COVID-19 Lockdown

Littler ASAP

May 12, 2020

Puerto Rico: Breach of Contract Claims in the COVID-19 Age and the “Force Majeure” Defense: Considerations for Employers

Littler ASAP

May 12, 2020

Littler Global Guide - Puerto Rico - Q1 2020

Littler Global Guide Quarterly

April 15, 2020

Puerto Rico Treasury Department Extends Tax Exemptions for COVID-19 Employer-Provided Payments and Amends Rules for Qualified Retirement Plan and IRA Distributions

Littler ASAP

March 30, 2020

U.S. DOL Issues Additional Questions and Answers on the FFCRA which Directly Impact Puerto Rico Employers

Littler ASAP

March 28, 2020

Puerto Rico Department of Treasury Grants Tax Exemptions for Employer-Provided Payments and Certain Benefits to Employees and Independent Contractors Related to the Recent Earthquakes

Littler ASAP

February 21, 2020

Puerto Rico Treasury Department Issues Post-Earthquake Rules for Qualified Retirement Plan and IRA Distributions and Loans

Littler ASAP

February 21, 2020

Puerto Rico Department of the Treasury Announces 2020 Limits on Qualified Retirement Plans

Littler ASAP

January 14, 2020

Uncharted Territory: Puerto Rico's Law Firms Find Their Footing After Disaster

Law360

February 19, 2019

Hurricane Maria's Aftermath, Part II: Puerto Rico Government Provides Various Exemptions and Extensions to Multiple Upcoming Deadlines

Littler ASAP

October 16, 2017

Littler Global Guide - Puerto Rico - Q3 2017

Littler Global Guide Quarterly

October 12, 2017

The Department of Health & Human Services Clarifies Applicability of Certain Provisions of the Affordable Care Act to Health Insurance Issuers in Puerto Rico

Littler ASAP

August 6, 2014

Littler Expands to Puerto Rico

Press Release

December 9, 2013

Events & Speaking Engagements

Advancing Workplace Equality & Safety

March 27, 2025

2024 Puerto Rico Regional Employer Conference

San Juan

November 15, 2024

Littler's Women's Leadership Initiative Presents: A Guide to Women's Issues in the Workplace

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

2023 Puerto Rico Employer Conference

San Juan

April 27, 2023

2021 Puerto Rico Virtual Regional Employer Conference

San Juan

November 16, 2021

Benefits in the Time of COVID: What Now?

Webinar

May 29, 2020

Facing COVID-19 Challenges: Practical Guidance for Puerto Rico Employers

Webinar

April 6, 2020

2019 Puerto Rico Conference

San Juan

April 12, 2019

When the Smoke Clears: Preparing the Workplace for the Legalization of Cannabis in North America

San Francisco, CA

January 2019

An Ounce of Prevention

Littler Executive Employer Conference, Phoenix, AZ

2018

2018 Littler Puerto Rico Conference

San Juan

April 19, 2018

Puerto Rico New Tax Relief Measurements in the Aftermath of Hurricanes Irma and María

January 9, 2018

2017 Littler Global Puerto Rico Conference

San Juan

April 7, 2017

Second Annual Puerto Rico Conference

San Juan

August 18, 2016

Littler Global Puerto Rico Conference

San Juan

August 20, 2015

Understanding Puerto Rico

GELAC

2015

Puerto Rico's Top 10

Littler Executive Employer Conference, Phoenix, AZ

2015