

## Mariela Rexach

Capital Member

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## Practice Areas

Discrimination and Harassment  
Leave and Accommodation  
Litigation and Trials  
Whistleblowing, Compliance and Investigations  
Appellate

## Overview

Mariela Rexach is an experienced federal litigator with outstanding command of federal civil procedure and evidence, who practices in all areas of employment law. She has actively participated in several major cases before the U. S. District Court for the District of Puerto Rico and the U. S. Court of Appeals for the First Circuit. She has over 50 published federal cases and an outstanding summary judgment record. She has also successfully tried numerous cases before Puerto Rico courts and regularly appears before administrative forums.

Mariela counsels employers in all employment matters, with particular expertise in the areas of harassment, reasonable accommodation and leaves of absence. She regularly provides her clients with human resources training in performance management meant to minimize and manage litigation risk.

Mariela completed the Northwestern University School of Professional Studies Mediation Skills Training in February 2025.

After graduating from law school, and before joining Schuster LLC, she served as a judicial clerk to the Hon. Juan M. Pérez-Giménez of the U. S. District Court, District of Puerto Rico. During law school, she served as associate and senior editor for the *University of Pennsylvania Law Review*.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Federal Bar Association
- Member, Committee to Revise Local Rules, U.S. District Court for the District of Puerto Rico, 2018
- Director, Federal Bar Association, Puerto Rico Chapter, 2000-2002

## Recognition

- Named, The Best Lawyers in Puerto Rico™, 2019-2025
- Named, Labour and Employment, *Chambers Latin America*, 2025
- Fellow, William T. Fontaine, *University of Pennsylvania*, 1994-1997
- Fellow, John Woodruff Simpson, *Amherst College*, 1994

## Education

J.D., University of Pennsylvania Law School, 1997

B.A., Amherst College, 1994, *cum laude*

## Bar Admissions

Puerto Rico

## Languages

Spanish

English

## Courts

U.S. Supreme Court

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 Recognized in 2025 Chambers Latin America Guide**

*Press Release*

August 22, 2024

**Littler Attorneys Named in 2024 Best Lawyers™ for Colombia, Portugal, Puerto Rico and Spain**

*Press Release*

November 16, 2023

**Pandemic changed the workplace, now laws must catch up**

*News is my Business*

November 24, 2022

**Littler Global Guide - Puerto Rico - Q3 2022**

*Littler Global Guide Quarterly*

October 25, 2022

**Amendment to Puerto Rico Sexual Harassment in the Workplace Law (Act 17-1988) Requires Implementation of Specific Complaint Protocols**

*Littler ASAP*

October 4, 2022

**Puerto Rico Secretary of Labor and Human Resources Issues Opinion on Criteria for Defining Microenterprises, Small and Medium Businesses for Purposes of Act 41-2022**

*Littler ASAP*

July 20, 2022

**Puerto Rico Secretary of Labor Issues Opinion on Criteria for Vacation and Sick Leave Accrual for Part-Time Employees Under Act 180 as Amended by Act 41-2022**

*Littler ASAP*

July 20, 2022

**Littler Attorneys Named to 2022 Best Lawyers™ Lists in Canada and Puerto Rico**

*Press Release*

August 26, 2021

**Littler Global Guide - Puerto Rico - Q2 2021**

*Littler Global Guide Quarterly*

July 19, 2021

**Quarantine and Isolation Orders in Puerto Rico's Executive Orders from March 2020 to April 2021**

*Littler ASAP*

May 19, 2021

**Do Not Take a Shot in the Dark: Important Considerations for Puerto Rico Employers Eyeing Mandatory COVID-19 Vaccination Programs**

*Littler ASAP*

December 22, 2020

**Littler Attorneys in Four Countries Named to 2021 Best Lawyers™ List**

*Press Release*

November 20, 2020

**Governor of Puerto Rico Extends Curfew and Relaxes Lockdown**

*Littler ASAP*

May 2, 2020

**Littler Global Guide - Puerto Rico - Q1 2020**

*Littler Global Guide Quarterly*

April 15, 2020

**Puerto Rico Extends Lockdown and Curfew, Imposes Additional Restrictions**

*Littler ASAP*

April 1, 2020

**The Families First Coronavirus Response Act and its Interplay with Puerto Rico's Local Provisions Regarding Vacation and Sick Leave**

*Littler ASAP*

March 21, 2020

**Puerto Rico Agencies Issue Guidance Clarifying Executive Order on COVID-19 Shutdown and Curfew Measures**

*Littler ASAP*

March 18, 2020

**Puerto Rico Governor Issues Executive Order Imposing Significant Quarantine and Social Distancing Measures in Light of COVID-19**

*Littler ASAP*

March 15, 2020

**Employees' Compensation Following the Earthquake Situation in Puerto Rico**

*Littler ASAP*

January 15, 2020

**Littler Attorneys in Canada and Puerto Rico Named to 2020 Best Lawyers™ List**

*Press Release*

August 21, 2019

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

*Law360*

February 19, 2019

**Littler Attorneys in Canada and Puerto Rico Named to 2019 Best Lawyers™ List**

*Press Release*

August 21, 2018

**Puerto Rico Governor Signs Executive Order Increasing Minimum Wage for Construction Workers in Government-Funded Construction Projects**

*Littler ASAP*

July 31, 2018

**Littler Global Guide - Puerto Rico - Q2 2018**

*Littler Global Guide Quarterly*

July 20, 2018

**Employment Law Reform in Puerto Rico: Take Two**

*Littler ASAP*

April 26, 2018

**Puerto Rico Governor Announces Proposed Plan to Revamp the Labor Force**

*Littler ASAP*

March 21, 2018

**Littler Global Guide - Puerto Rico - Q4 2017**

*Littler Global Guide Quarterly*

January 19, 2018

**Hurricane Maria's Aftermath: Highlights of Available Government Assistance for Puerto Rico Residents**

*Littler ASAP*

October 12, 2017

**Puerto Rico Employers Prepare for New Guidelines Governing Equal Pay in the Workplace**

*Littler ASAP*

August 14, 2017

**Puerto Rico Adopts Local Equal Pay Act**

*Littler ASAP*

March 9, 2017

**Puerto Rico Approves Major Reform of its Employment Laws**

*Littler ASAP*

January 26, 2017

**New DOL "White Collar" Overtime Exemptions Rule to be Put on Hold in Puerto Rico Under PROMESA**

*Littler ASAP*

July 1, 2016

**Application of New DOL Overtime Rule to Puerto Rico**

*Littler ASAP*

May 19, 2016

**Top Ten Things to Know when Navigating the Employment Law Waters of Puerto Rico**

*Association of Corporate Counsel*

November 3, 2014

**Littler Expands to Puerto Rico**

*Press Release*

December 9, 2013

**Events & Speaking Engagements**

**2024 Puerto Rico Regional Employer Conference**

San Juan

November 15, 2024

**2023 Puerto Rico Employer Conference**

San Juan

April 27, 2023

**Puerto Rico Labor Reform 2022: Amendments to the Puerto Rico Labor Transformation and Flexibility Act**

July 5, 2022

**2021 Puerto Rico Virtual Regional Employer Conference**

San Juan

November 16, 2021

**Administración de la seguridad de los empleados en el nuevo entorno laboral (bioseguridad)**

June 4, 2020

**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 in a Nutshell**

February 24, 2017

**Puerto Rico Labor Reform 2017: What You Need to Know**

San Juan

February 16, 2017

**Second Annual Puerto Rico Conference**

San Juan

August 18, 2016

**Keynote Speaker, Employment Law Section Breakfast Meeting**

Academy of Legal Studies in Business, 91st Annual Conference, San Juan, PR

August 9, 2016

**Littler Global Puerto Rico Conference**

San Juan

August 20, 2015

**Setting up Shop in Puerto Rico: What You Need to Know**

July 15, 2015