

## Carl Schuster

Partner Emeritus

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## Practice Areas

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
HR Advice and Counsel  
Privacy and Data Security  
Workers' Compensation

## Overview

In a legal career spanning almost three decades, Carl Schuster has handled over a thousand litigation matters and tried in the neighborhood of two-hundred cases before all forums. He has numerous published opinions before the U. S. Court of Appeals for the First Circuit, U. S. District Court for the District of Puerto Rico and the Puerto Rico Supreme Court. He concentrates his practice on employment law in its broad sense, representing and advising clients on matters related to:

- Sexual harassment
- Discrimination
- Privacy issues
- Wrongful termination
- Retaliation

Carl has experience in traditional labor law and has handled numerous unfair labor practice cases, representation hearings, union election campaigns, and post-election procedures. His litigation experience includes non-labor matters, such as commercial arbitration disputes, contracts law, constitutional law, toxic torts, defamation and workplace accident matters. In addition, he is active in all areas of preventive counseling as well as structuring employment law training programs.

Carl has authored articles and regularly lectures on labor and employment topics before the Puerto Rico Bar Association, the Chamber of Commerce, the Society for Human Resources Management (SHRM), the Pharmaceutical Industry Association, the Association of Labor Relations Practitioners, and the Council on Education in Management, amongst others. He frequently

presents client seminars and has been a guest speaker for the Puerto Rico Judicial System Training Institute.

## Professional and Community Affiliations

- Member, Labor and Employment Law and Litigation sections, American Bar Association
- Member, Federal Bar Association
- Member, Defense Research Institute
- Member, Puerto Rico Bar Association
- Member, Organizing Committee - Biannual Labor Law Conference, Interamerican University Law School, 1999-2015
- Former President, Labor and Employment Law Division, Puerto Rico Bar Association

## Events & Speaking Engagements

### 2018 Littler Puerto Rico Conference

San Juan  
April 19, 2018

### Second Annual Puerto Rico Conference

San Juan  
August 18, 2016

### Littler Global Puerto Rico Conference

San Juan  
August 20, 2015

### Sexual Harassment in the Workplace: Modalities and Jurisprudence

First Annual Labor Law Symposium, Society for Human Resource Management, Puerto Rico  
March 6, 2014

## Recognition

- Named, Labour and Employment *Chambers Latin America*, 2025
- Named, The Best Lawyers in Puerto Rico™, 2019-2020, 2022-2025
- Named, Lawyer of the Year, Labor and Employment Law, Puerto Rico, *Best Lawyers*, 2019

## Education

J.D., University of Puerto Rico, 1984  
B.A., University of Puerto Rico, 1981, *cum laude*

## Bar Admissions

Puerto Rico

## 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

## Languages

Spanish  
English

## 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

### **Littler Ranked in Chambers Latin America Guide 2023**

*Press Release*

August 26, 2022

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

*Press Release*

August 26, 2021

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

*Press Release*

November 20, 2020

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

*Press Release*

August 21, 2019

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

*Press Release*

August 21, 2018

**Littler Ranks in The Legal 500 Latin America 2017 and Chambers and Partners Latin America 2018 Guides**

*Press Release*

September 22, 2017

**Littler Expands to Puerto Rico**

*Press Release*

December 9, 2013