



Mariela Rexach

Capital Member

221 Ponce de León Ave.
15th Floor
San Juan 00917-3128 Puerto Rico
main: +1 (787) 765-4646
direct: (787) 250-4909
fax: +1 (787) 765-4611
mrexach@littler.com



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

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

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

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

Pandemic changed the workplace, now laws must catch up

In the News

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

In the News

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

External Publication

November 3, 2014

Littler Expands to Puerto Rico

Press Release

December 9, 2013