



## Juan Felipe Santos

Office Managing Principal and Office Litigation Manager  
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### Practices

International Employment  
Litigation  
Wage and Hour

### Industries

Retail

### Education

University of Puerto Rico  
Law School  
J.D., 2003

Cornell University  
B.S., 2000  
Dean's List

### Admitted to Practice

- 1st Circuit Court of Appeals, 2004
- Puerto Rico - D. P.R., 2004
- Puerto Rico, 2004

### Languages

Spanish

### Social Media

LinkedIn

Juan Felipe Santos is the office managing principal and office litigation manager of the San Juan, Puerto Rico, office of Jackson Lewis P.C. He has successfully represented employers in litigation before federal and Puerto Rico courts, including jury trials. Before joining Jackson Lewis when it opened the Puerto Rico office in 2013, Juan worked for over 10 years in other major law firms in Puerto Rico, devoting his practice exclusively to labor and employment law.

Juan represents clients through all phases and types of federal and local labor and employment lawsuits and administrative matters, ranging from individual charges and cases to broad-scale collective and class actions regarding wage and hour disputes, employment discrimination and harassment, retaliation, wrongful discharge, statutory leaves of absence, welfare benefits (ERISA), Railway Labor Act, defamation, non-compete covenants and other employment-related torts.

Juan provides legal advice to management on human resources compliance issues and policy matters spanning the entire employment life cycle, from the hiring, discipline and termination of employees, including drafting of employment manuals and policies and the development of strategies for effective liability mitigation. Juan also has experience providing legal advice to companies establishing operations in Puerto Rico and conducting due diligence employment law audits. He has been speaker at various seminars.

### Honors and Recognitions

- *The Best Lawyers in America*®, "Litigation - Labor and Employment" (2019-present)
- *The Best Lawyers in Puerto Rico*®, "Labor and Employment Law" (2019)
- *Chambers Latin America*, "Labour and Employment" (2021)
- Hispanic National Bar Association, Top Lawyers Under 40 (2018)

### Published Opinions

- *Vega-Colón v. Wyeth Pharmaceuticals*, 625 F.3d 22 (1st Cir. 2010)
- *Rivera-Díaz v. Humana Health Plans of P.R., Inc.*, 2013 U.S. Dist. LEXIS 17573 (D.P.R. 2013)
- *Velázquez v. Developers Diversified Realty*, 904 F. Supp. 2d 156 (D.P.R. 2012)
- *Velázquez v. Developers Diversified Realty*, 272 F.R.D. 310 (D.P.R. 2011)
- *Hernández v. Wal-Mart Puerto Rico, Inc.*, 2010 WL 4273927 (D.P.R. 2010)
- *Rosado v. American Airlines*, 743 F.Supp.2d 40 (D.P.R. 2010)
- *Figueroa-Santiago v. Wyeth Pharmaceuticals*, 2010 WL 3724323 (TCA)
- *Vega-Colón v. Wyeth Pharmaceuticals*, 2009 U.S. Dist. LEXIS 37133 (D.P.R. 2009)
- *Baerga-Castro v. Wyeth Pharmaceuticals*, 2009 U.S. Dist. LEXIS 80388 (D.P.R.)

- 2009)
- *Barrón-Ruiz v. American Airlines*, 2009 U.S. Dist LEXIS 93865 (D.P.R. 2009)
  - *Zeif, et al. v. American Airlines*, 2009 WL 2351518 (TCA)
  - *Montalvo-León v. Wyeth Pharmaceuticals*, 2007 U.S. Dist. LEXIS 76635 (D.P.R. 2007)
  - *Acosta-Colon v. Wyeth Pharmaceuticals*, 2006 U.S. Dist. LEXIS 11240 (D.P.R. 2006)
  - *Torres Velez v. Brignoni, American Airlines, Inc.*, 2006 PR App LEXIS 2838 (TCA)

## Professional Associations and Activities

- Federal Bar Association
- Hispanic National Bar Association
- National Retail Federation
- Puerto Rico Chamber of Commerce
- Society for Human Resource Management

## Published Works

- "Obligations After a Natural Disaster," *El Nuevo Dia* (January 2020) [Author]

## Speeches

- "Puerto Rico Employment Law Update," National Retail Federation (Washington, DC, October 2015) (presenter)
- "Evolution of Wage and Hour Laws: Past, Present and Future," Society for Human Resources Management – Puerto Rico Chapter Convention (Fajardo, PR, September 2015) (presenter)
- "ADA, FMLA, and USERRA: The Interplay of the Trifecta," Society for Human Resources Management – Puerto Rico Chapter (San Juan, PR, November 2013) (presenter)