



Gisela E. Sánchez-Alemán

Senior Associate

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Practice Areas

Corporate

Mergers & Acquisitions
Labor & Employment Law
Employment Litigation & Dispute Resolution
Preventative Consulting & Compliance

Tax

Employee Benefits & ERISA Matters

Education

Penn State University, M.P.S. in Human Resources and Employment Relations with a concentration in Compensation and Benefits, 2021

University of Puerto Rico School of Law, J.D., Cum Laude, 2017

University of Puerto Rico, B.A. in Foreign Languages with specialization in French and Portuguese and a Second Major in Public Relations and Advertising, Magna Cum Laude, 2014

Bar Admissions

Commonwealth of Puerto Rico
United States District Court for the District of Puerto Rico
Puerto Rico Notarial Bar

Affiliations

Society for Human Resources (SHRM)
International Foundation of Employee Benefits Plan
American Bar Association

Gisela E Sánchez-Alemán is a Senior Associate Attorney in our Labor & Employment and Employee Benefits & ERISA Matters Practice Groups. Her practice includes employment litigation in state, federal and administrative forums, compliance as well as preventive counseling in matters concerning labor and employment laws, employee benefits and ERISA. Ms. Sánchez works together with clients to address various employment-related matters in a practical and effective manner. These include, among others, proper handling and investigation of situations of workplace harassment, sexual harassment at work, disciplinary procedures, establishment, management and transfer of statutory work-related insurance policies, the development, review, and implementation of various employee handbooks and company policies, and coordination and offering of employee training with respect to various employment-related laws and regulations. Ms. Sánchez also counsels on the negotiation and drafting of employment agreements and restrictive covenants.

Additionally, Ms. Sánchez assists clients with various employee benefits matters such as ERISA compliance, filing for the plan's tax exemption before the Puerto Rico Department of the Treasury, design and administration of pension plans, merger and transfer of assets between pension plans, and correction proceedings before the Employee Benefits Security Administration of the U.S. Department of Labor, among others. She also supports the Corporate Department during mergers and acquisitions by assisting with the due diligence process from the employment law and employee benefits perspectives.

Since law school, Gisela has been dedicated to labor and employment matters, becoming a member of the Labor Law Pro Bono clinic and participating as student attorney in the labor and employment legal aid clinic of the University of Puerto Rico School of Law. Prior to joining Ferraiuoli, Ms. Sánchez worked at another Puerto Rico law firm as a labor and employment law attorney on behalf of employers.

Representative Cases or Transactions

- Ruiz Camilo vs. Trafón Group, 200 D.P.R. 254 (2018), work as team member of legal clinic in Supreme Court's Opinion overruling the Court of Appeal's judgment and reinstating the Court of First Instance's judgment in favor of client.

Speaking Engagements

- SECURE Act 2.0: What Puerto Rico Retirement Plan Sponsors and Administrators Should Know in Advance, Popular Fiduciary Services Virtual Conference, June 2023
- SECURE Act 2.0 and its Impact on Puerto Rico Retirement Plans, Oriental's Customer Appreciation Day, June 2023
- New Regulatory Developments of Relevance for Broker-Dealers, Banking Industry, August 18, 2021
- *Desenmascarando Retos del Manejo Laboral en Tiempos de Coronavirus*, Legal Coalition for Puerto Rico, October 9, 2020
- *Manejo Laboral 2020 en Tiempos de Coronavirus*, First Virtual Convention of the College of Certified Public Accountants of Puerto Rico, September 1, 2020
- Compliance training offered to clients in the services industry and government contractors involved in grants management, emergency preparedness and disaster recovery, forensic accounting and investigations, business valuation, translation, community liaison and concierge and in business and engineering consulting services
 - Unlawful Discrimination, Sexual Harassment, and Retaliation
 - Handling of Domestic Violence Situations in the Workplace

Publications

- *Se impone un estándar más exigente a patronos al considerar solicitudes de acomodo religioso bajo Título VII*, July 2023
- Co-Author of *The Employment Law Review Puerto Rico Chapter*, Fourteenth Edition, 2023
- Co-Author of *The Employment Law Review Puerto Rico Chapter (Chapter 35)*, Thirteenth Edition, 2022
- Co-Author of *The Employment Law Review Puerto Rico Chapter (Chapter 38)*, Twelfth Edition, 2021.
- Co-Author of *How to Hire & Fire: A Global Guide*, Puerto Rico, August 2021.