



Gregory J. Figueroa-Rosario

Senior Associate

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Practice Areas

Commercial Litigation

Corporate

Mergers & Acquisitions

Labor & Employment Law

Employment Litigation & Dispute Resolution

Preventative Consulting & Compliance

Tax

Employee Benefits & ERISA Matters

Education

University of Puerto Rico School of Law,
J.D., 2015

University of Puerto Rico, B.A. in Political
Science, 2012

Bar Admissions

Commonwealth of Puerto Rico
U.S. District Court for the District of
Puerto Rico

Gregory J. Figueroa-Rosario is a Senior Associate in our Labor & Employment and Employee Benefits & ERISA Matters Practice Groups. Gregory's practice includes employment litigation in state, federal and administrative forums and compliance and preventive consulting in matters concerning labor and employment laws, employee benefits and ERISA. His work comprises wrongful termination, retaliation, discrimination, sexual harassment, wages and hours, the hiring process, workforce reduction, drafting and implementing workplace policies, analysis and application of legislation and regulations related to human resources, among others.

Additionally, he assists clients on a vast array of employment matters, including the administration of statutory leaves such as vacation, sick leave, and the Family and Medical Leave (FMLA), and required insurance policies in the workplace, such as the workers' compensation insurance coverage. Gregory also counsels on the negotiation and drafting of employment agreements, non-competition, confidentiality and non-solicitation covenants, severance and confidential release agreements to reduce exposure and prevent potential litigation. Moreover, Gregory has experience in ERISA matters involving the design and administration of pension and welfare plans, the merger and transfer of assets between pension plans, filing of tax exemption ruling requests of pension plans before the Puerto Rico tax authorities, and correction proceedings with the U.S. Department of Labor and Employee Benefits Security Administration, among others. He also supports the mergers and acquisitions corporate practice of the Firm, where he performs due diligences from the labor and employment and employee benefits perspective.

Gregory also serves as a public speaker in different forums and provides seminars and training sessions to clients.

Continued

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Representative Cases or Transactions

- Rivera-Coll, Hernández-Agostini, Malavet Rivera v. MMM Holdings, Inc., Civil No. ISCI201700408, successfully defended a wrongful termination claim filed by three former employees and obtained summary judgment in favor of client. The judgment was confirmed by the Puerto Rico Court of Appeals and the Puerto Rico Supreme Court denied certiorari.

Speaking Engagements

- Patrono, ¡Sonríe, te están grabando!, 2019 SHRM (Puerto Rico Chapter) Annual Conference, August 2019.
- Sinopsis de los Últimos Desarrollos en la Legislación Laboral de Puerto Rico, Puerto Rico Manufacturers Association, August 2019.

Affiliations

- Society for Human Resources (SHRM) – Puerto Rico Chapter
- Association of Professionals of Labor Relations of Puerto Rico (APRL)

Publications

- Interview on WIPR Radio program, Empleándonos, April 2019.
- House Bill 1197: Protection to employees who use medical cannabis, Microjuris al Día, August 2017.
- Regulation to accommodate religious practices in the employment will be effective on May 25, 2017, Microjuris al Día, May 2017.
- EEOC reminder regarding mental health in the workplace, Microjuris al Día, December 2016.