



Katherine González-Valentín

Capital Member

Chair, Labor & Employment Law

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Practice Areas

Commercial Litigation

Health & Insurance Law

Labor & Employment Law

Business Immigration

Employment Litigation & Dispute Resolution

Preventative Consulting & Compliance

Education

Interamerican University of Puerto Rico
School of Law, J.D., 1997

Duquesne University, B.A. in
Communications and Public Relations
and Certification in Business
Administration, 1993

Bar Admissions

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

United States District Court for the
Eastern District of Texas

United States Court of Appeals for the
First, Ninth & Federal Circuits

Supreme Court of the United States

Katherine González-Valentín is a Capital Member and the Chair of the Labor and Employment practice. She is the first female partner to become member of the firm's Executive Committee and has chaired the Firm Affairs Committee and the Litigation practice. With over 18 years of experience as an employment law and litigation attorney exclusively representing companies and management, Katherine has solid advocacy and counseling skills. A seasoned speaker on employment law topics and civil practice in forums in Puerto Rico and the United States, Katherine influences the legal and labor and employment community through active speaking engagements, employee training and publications on current and emerging legal topics. Her experience goes beyond the local arena, as she represents companies in cases and with operations in the continental United States and works with international companies.

Katherine primarily focuses her practice on advising employers and their management teams on employment relationships and human resources management and represents them in employment disputes before state and federal forums. She covers the full employment law spectrum including hiring practices, discrimination, sexual harassment, disability, retaliation, privacy, defamation, statutory leaves of absence, reductions in force, wage and hours, to name a few. She has considerable practical and substantive experience in local and federal laws concerning employment rights and compliance requirements and also focuses on health insurance and Medicare litigation.

Prior to joining Ferraiuoli, Katherine worked at two other top Puerto Rico law firms as a litigation and employment law attorney and was an Assistant U.S. Attorney in the Civil Division of the U.S. Attorney's Office in Puerto Rico. As such and through years of exposure to complex litigation,

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mediation and arbitration proceedings, Katherine has acquired valuable experience representing entities in cases concerning the healthcare insurance industry, Medicare fraud, medical malpractice, FINRA, contractual disputes and complex collections. She also has had extensive exposure to out-of-court, conflict resolution achieving comprehensive and mutually beneficial settlements in state, federal administrative and extrajudicial claims.

Katherine's experience is further enhanced by her longstanding leadership in the Federal Bar Association and similar leading roles in other important organizations.

Representative Cases or Transactions

- Delia Pabón Ramírez et al v. MMM Healthcare, Inc., 2014 WL 1797041, D. Puerto Rico, April 29, 2014 (Civil No. 12-1743 JAF) (granting defendants' motions to dismiss, motions to alter judgment and motions for summary judgment dismissing plaintiffs' state and federal claims for alleged disability and age discrimination, constructive discharge, hostile work environment and damages, among others).
- Cabrera-Ruiz v. Rocket Learning, Inc. Slip Copy, 2011 WL 1810630, D. Puerto Rico, May 11, 2011 (Civ. No. 10-1865 JAF) (dismissing plaintiffs' age discrimination, constructive discharge and hostile work environment claims).
- Arturo Alfonso Bru v. Trane Export, 2001 TSPR 129, (setting standard for disclosure during discovery of income tax returns in employment litigation).
- Benjamín Ortiz Algarín v. Federal Express Corp., 56 F. Supp. 2d 172 (D. Puerto Rico 1999), (inapplicability of the compelled self-publication doctrine in Puerto Rico).
- De Jesus v. Potter, 397 F.Supp.2d 319, 2005 U.S. Dist. LEXIS 25454; affirmed in part and vacated in part by De Jesus v. Potter, 2006 U.S. App. LEXIS 31839 (1st Cir. P.R. Dec. 27, 2006), (dismissing plaintiffs' Title VII sex and national origin discrimination and disparate impact claims).
- Fontan v. Potter, 2006 U.S. Dist. LEXIS 39493 (D.P.R. June 12, 2006), (dismissing plaintiff's disability discrimination, hostile work environment, constructive discharge and retaliation claims).
- Franceschi v. United States Dept of Veterans Affairs, 2006 U.S. Dist. LEXIS 69593, (D.P.R. Sept. 26, 2006); affirmed by Franceschi v. United States Dept of Veterans Affairs, 514 F.3d 81 (1st Cir. P.R. Jan. 30, 2008), (dismissing plaintiffs' gender discrimination, hostile work environment and retaliation claims).
- Gorencavic v. U.S. Dept. of Justice, 165 Fed.Appx. 949 (2nd Cir. 2006) (denying aliens' petition for review of Board of Immigration Appeals summary confirmation of denial of asylum since conditions in country of origin adequately rebutted presumption of future persecution).
- Wilson-López v. Federal Bureau of Prisons, 2006 U.S. Dist. LEXIS 5849, (District Court granted BOP's request for dismissal of writ of habeas corpus absent a case or controversy because petitioner's actions mooted relief sought).

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Publications

- “International Comparative Legal Guide to Employment & Labour Law 2015 (Puerto Rico),” published by *Global Legal Group Ltd., London*.
- The Employment Law Review, Sixth Edition (Puerto Rico Chapter) (2015), published by Law Business Research Ltd. (London)
- Practical Law, State Q&A, Employment Claims in Release Agreements: Puerto Rico, published by Thomson Reuters (May 2015)
- Practical Law, State Q&A, Mini-WARN Act: Puerto Rico, published by Thomson Reuters (April 2015)
- Who’s burning now? Avoiding “cat’s paw liability” through proper Pre-disciplinary Investigation, *The Federal Lawyer* January/February 2012.

Speaking Engagements

- *Four Generations, One Workplace: Legal and practical considerations for the multigenerational workforce*, Puerto Rico Chamber of Commerce, San Juan, Puerto Rico, October 2015
- *How to tackle the good, the bad and the ugly through performance management*, Society for Human Resources Management, Puerto Rico Chapter, San Juan, Puerto Rico, October 2015
- *Social Media in the Workplace: Dream or Nightmare?*, Association of Labor Relations Professionals, San Juan, Puerto Rico, October 2015
- *Federal Internet Law Statutes & Remedies. Big Brother is Watching: Can You Watch Too?*, Federal Bar Association 2015 Annual Meeting and Convention, Salt Lake City, Utah, September 2015
- *The Legal X, Y, Z: Another optic to manage a multi-generational workforce*, Southwestern Industrial Association’s HR Management Forum, Mayaguez, Puerto Rico, August 2015
- *If domestic violence knocks on your office’s door, would you know what to do?*, Society for Human Resources Management, Puerto Rico Chapter, San Juan, Puerto Rico, August 2015
- *The Glass Ceiling in the Legal Profession: How are Women Progressing?*, Federal Bar Association’s Second Annual Women in the Law Conference, Washington, DC, June 2015, Moderator
- *Avoiding Million Dollar Verdicts Against the Employer: Sexual Harassment and The Vital Role of the Investigator*, Society for Human Resources Management, Puerto Rico Chapter, San Juan, Puerto Rico, May 2015
- *Social Media in the Workplace: Dream or Nightmare?*, Women Who Lead Summit, San Juan, Puerto Rico, February 2015
- *Cutting Edge Cases in Federal Employment Law Litigation: A view from the bar and the bench*, Federal Bar Association 2014 Annual Meeting and Convention, Providence, Rhode Island, September 2014
- *Recent Tendencies and Strategies in the Employment Context – Best Practices for Social Media Policies*, Puerto Rico Chamber of Commerce, October 2014
- *Discussion of Statutory Leaves for Employees*, a Forum by the Society for Human Resources Management PR Chapter, November 2013

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Speaking Engagements (continued)

- *How Long has it Really Been Since our Employment Policies Were Revised? Taking a Fresh Look at the Employee Handbook for Updates and Compliance with 2012-2013 Requirements & Trends*, Society for Human Resources Management Puerto Rico Chapter Annual Convention, September 2013
- *Women in the Law: Understanding the Impact of Gender on the Retention and Advancement of Women in the Legal Workplace*, Federal Bar Association 2013 Annual Meeting and Convention, San Juan, PR, September 2013
- *Do it Right, Say it Right: Strategies and Golden Rules for Superior Preparation and Effective Testimony During Depositions in Employment Litigation*, Federal Bar Association webinar series, March 2013
- *Sexual Harassment in the Workplace Prevention Trainings for Management and Employees*, October 2012 – Present
- *Internal Investigations in the Workplace*, Puerto Rico Manufacturers' Association, December 2011
- *Strategies for Effective Deposition Testimony*, September 2011 and July 2010; and, *Recent Developments in Employment Law*, June 2008 – Society for Human Resources Management
- *Performance Management, Corrective Measures and Documentation*, August 2010; and, *Employment Law Seminar for Managers*, March 2007 – Client Seminars
- *The Workplace and Technological Changes*, PR Chamber of Commerce, 2008

Affiliations

- Federal Bar Association
 - Board of Directors (2014-2017)
 - Federal Litigation Section, Governing Board Member (2013-2015)
 - First Circuit Vice President (2012-2014)
 - FBA Foundation Fellow
- Federal Bar Association, Hon. Raymond L. Acosta PR Chapter
 - President (2009-2010)
 - From the Bar Newsletter, Editor in Chief (2008-2014)
- Women Who Lead, Advisory Board (2014-Present)
- Association for Labor Practitioners, Director (2014-2015)
- Puerto Rico Chamber of Commerce, Human Resources and Labor Committee
- Puerto Rico Manufacturers Association, Human Resources Committee
- Society for Human Resources Management

Professional Recognition

- Since 2012, Katherine has been ranked in the Latin America Edition of Chambers & Partners as a distinguished Labor and Employment practitioner in Puerto Rico.