



María Judith (Nani) Marchand-Sánchez

Capital Member

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Practice Areas

Labor & Employment Law
Employment Litigation & Dispute
Resolution

Preventative Consulting & Compliance

Education

University of Puerto Rico, J.D., 1990
Trinity College, B.S. in Political Science,
1987

Bar Admissions

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

United States Court of Appeals for the
First Circuit

Supreme Court of the United States

María Judith (Nani) Marchand-Sánchez is a Capital Member and one of the founders of Ferraiuoli LLC. Has over 25 years of experience in labor and employment. She has successfully litigated before the Courts of First Instance of Puerto Rico and in the Federal Court, as well as government agencies and administrative forums, including participation in mediation proceedings. Ms. Marchand has solid experience litigating disputes in areas such as discrimination, harassment, retaliation, agreements of non-competition, claims of hours and wages, Fair Labor Standards Act (FLSA), sexual harassment, Family Leave Act (FMLA), unjustified termination, among others. Her practice also includes consultancy and advising in matters related to human resources, internal investigations, including labor aspects of corporate acquisitions, mergers and start of operations, confidential information protection and labor audits, among others. Ms. Marchand has also developed expertise in matters regarding the medical cannabis industry, the medical cannabis employee and the workforce.

Nani has been invited by several professional associations in Puerto Rico to present lectures on labor and sexual harassment, domestic violence in the workplace, progressive disciplinary measures, medical cannabis and inclusion issues, the proper documentation and mediation as an alternative to traditional litigation. She has also been invited to participate as a speaker at continuing legal education courses and is a collaborator with Microjuris al Día, PRMedCann.Biz, Cannaworks and the Society for Human Resources Management – Puerto Rico Chapter.

Among her representative clients are: Medical Card System, Inc., Doctor's Associates (Subway), Rainbow Apparel Companies, and MMM Holdings, Inc.

Continued

Representative Cases or Transactions

- **Angielu Arce v. Rainbow Apparel Company, Civ. No. A1CI201500838, Court of First Instance in Aguadilla:** Obtained the dismissal of the Complaint for wrongful termination after the Court granted a Motion for Summary Judgment.
- **Vilma Pérez v. MMM Holdings, Inc., Civ. No. CPE2012-0310, Court of First Instance in Arecibo:** Obtained the dismissal of the Complaint for wrongful termination after the Court granted a Motion for Summary Judgment.
- **Oscar Silva v. Medical Card System, Inc., Civ. No. JPE2012-0548, Court of First Instance in Ponce:** Upon conclusion of the Trial, the Court issued a Judgment in favor of MCS and dismissed the Complaint filed by the former employee for wrongful dismissal.
- **Elsa Marte v. Rainbow Apparel Company, Civ. No. CPE2010-0359, Court of First Instance in Arecibo:** Claim for wages and hours, age discrimination, constructive discharge and damages. The Court dismissed Plaintiff's complaint for wages and hours, and held through Summary Judgment that Ms. Marte was an exempt employee, not covered by the wages and hours statutes.

Publications

- "Labor's Silence on Medical Cannabis Fuels Uncertainty in the Workplace", Caribbean Business PR, April 2017
- "Incierta la protección a empleados que usan cannabis medicinal", Caribbean Business PR (Spanish), April 2017
- "Aclara dudas sobre el manejo de cannabis medicinal en el empleo", Primera Hora, April 2017
- El Nuevo Día:
 - "A lidiar con el cannabis medicinal en el trabajo", April 2017
 - "Políticas Empresariales que nunca pensaste que necesitabas", El Nuevo Día, Empleos, July 2016
 - "Mediación Laboral", El Nuevo Día, Negocios, Minuto Empresarial, April 2015
- Collaborator for Microjuris al Día:
 - "Desmitificar el Cannabis Medicinal en el Empleo", November 2016
 - "Tratamiento del paciente de cannabis medicinal en el lugar de empleo", October 2016
 - "Enmiendas flexibilizan los requisitos para uso y disponibilidad del cannabis medicinal", September 2016
 - "Mediemos más, litiguemos menos: Un nuevo enfoque" Abogada educa sobre la mediación como alternativa a la litigación tradicional, April 2016
 - "Ban the Box": ¿Alguna vez has sido declarado culpable de un delito?, November 2015
 - "Rol del Abogado en la Mediación," March 2015
 - "Mediación Laboral," February 2015
 - "Es un Mediador, no es un Juez," February 2015
 - "¿Qué es la Mediación?" January 2015
 - "Consideremos los Métodos Alternos de Resolución de Disputas," January 2015
- Recurso Online; "Mediación ... El Arte más Apacible – Mediemos Más, Litiguemos Menos," December 2014
- "Mediation: A New Approach to Reducing Litigation Costs," www.ferraiuoli.com, August 2014

Speaking Engagements

- Speaker, "Cannabis Medicinal en el Empleo: Retos y Responsabilidades", "A la Vanguardia en la Batalla Legal", SHRM-PR – IGNITE 2017 (Annual Convention), December 2017
- Speaker, "Aspectos legales de la fuerza laboral del Cannabis Medicinal", "Protocolo para la identificación de pacientes y acompañantes de pacientes", Cannaworks Institute, ongoing since January 2017
- Speaker, "Realidad 2017: Las Políticas Empresariales que Nunca Pensaste Necesitabas", Department of Labor Employer's Division of Carolina & San Juan, January 2017; Puerto Rico Manufacturers Association (PRMA), February 2017

Speaking Engagements (continued)

- Speaker, “*Realidad 2016: Las Políticas Empresariales que Nunca Pensaste Necesitabas*”, SHRM-PR Annual Convention, September 2016
- Speaker, “*El empleado autorizado a consumir el Cannabis Medicinal y la Ley 80*”, Puerto Rico MedCann.Biz, October 2016
- Lecturer, “*Empleos en la Industria del Cannabis Medicinal: Retos y Responsabilidades*”, Cannaworks, Ongoing since June 2016
- Continued Legal Education approved by the Puerto Rico Supreme Court, “*Mediemos Más, Litiguemos Menos: Un Nuevo Enfoque*”, Microjuris, March 2016
- Speaker, “*Domestic Violence in the Workplace*”, PR Manufacturers Assoc. (PRMA), February 2016
- Speaker, “*El que busca encuentra... ¿Qué hago con lo que encuentro?*”
 - SHRM January 2016
 - Labor & Employment Symposium, November 2015
- Speaker, “*Litiguemos Menos, Mediemos Más*”, UPR National Association of Law Students (NALS), March 2015
- Lecturer, “*Judicial System & Legal Terminology Module*”, Urban Solutions, Inc. (Leading provider of Mediation Certification), from 2014-2016
- Speaker, “*La Mediación en tu Caja de Herramientas*”, Ferraiuoli LLC Labor & Employment Symposium, November 2014
- Speaker, “*Litiguemos Menos, Mediemos Más: Un Nuevo Enfoque*”, Department of Labor of Puerto Rico (Employers Division, Carolina), November 2014
- Speaker, “*Litiguemos Menos, Mediemos Más: Un Nuevo Enfoque*”, 41st SHRM-PR Annual Conference, September 2014
- Speaker, “*Alimentos: Orden de Retención de Ingresos en el Origen y la Responsabilidad Patronal*”, 1era Conferencia de Derecho de Familia: Custodia y Alimentos, March 2013

Affiliations

- Society for Human Resources Management, Member Ad Hoc of SHRM-PR Board of Directors and Government Affairs Coordinator
- Puerto Rico Manufacturers Association (PRMA)