

Governor Signs Puerto Rico Employment Law Reform

By **Juan Felipe Santos**

January 26, 2017

Puerto Rico Governor Ricardo Rosselló has signed the “Labor Transformation and Flexibility Act” (House Bill 453), a law that dramatically changes the employment landscape in Puerto Rico and provides more flexibility in the workplace.

The Act, signed by the Governor on January 26, 2017, changes the definition of daily overtime, establishes a uniform rate of overtime, allows flexible work schedules under certain circumstances, provides new severance formula for unjust dismissals, shortens some statute of limitations, eliminates operating restrictions and special compensation applicable to covered retail industries on Sundays and certain holidays, among other things. For details of the Act, see our article, [Top 20 Things You Should Know About the Proposed Puerto Rico Employment Law Reform](#).

Please register and join Jackson Lewis for our January 31, 2017, [complimentary webinar on the Act](#).

Please contact a Jackson Lewis attorney if you have any questions about this or other workplace developments.

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President Appoints Victoria Lipnic EEOC Acting Chair

On January 25, 2017, President Donald Trump appointed Equal Employment Opportunity Commission Commissioner Victoria A. Lipnic to serve as the Acting Chair of the EEOC. Lipnic is the EEOC's only Republican Commissioner on the five-member Commission. She takes the reins from Jenny R. Yang, a Democrat, who continues as a... [Read More](#)

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New Proposed Anti-Harassment Guidance Addresses Many Issues

The Equal Employment Opportunity Commission has issued Proposed Enforcement Guidance on Unlawful Harassment. The 75-page Proposed Guidance follows a Report from the Commission's Select Task Force on the Study of Harassment in the Workplace. This Task Force was co-chaired by Republican Commissioner Victoria A. Lipnic (now Acting... [Read More](#)

January 24, 2017



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