

Raquel M. Dulzaides

Senior Member

✉ rdulzaides@jgl.com ☎ 1-787-767-1030 📠 1-787-644-1901

Ms. Dulzaides has negotiated over 50 collective bargaining agreements. Her practice also includes counseling and training employers in a wide array of industries on supervisory skills, compliance with labor and employment laws, as well as litigation prevention, union avoidance, representation drives, and decertification.

Ms. Dulzaides concentrates her practice in labor and employment law litigation in Federal and Commonwealth courts, as well as in administrative agencies such as the National Labor Relations Board, the Equal Employment Opportunity Commission, and the Departments of Labor of Puerto Rico and the United States. She represents employers in cases of employment discrimination, unfair labor practices, wage and hours, and all other areas of labor and employment law. Many of these matters have involved successful jury trials before the United States District Court and appeals before the United States Court of Appeals. She also defends employers in numerous arbitration and mediation cases, in both federal and local forums. Her success has been her ability to understand and comprehend the clients' business from an operational standpoint.

Ms. Dulzaides enjoys traveling the world, ballet and opera performances, visiting art museums and soccer games.

Professional Associations & Certifications

Ms. Dulzaides has been a professor of Collective Bargaining, Constitutional Law, and Criminal Law at the Sacred Heart University, and is a frequent lecturer on different subjects on labor and employment law.

She has been actively involved in non profit cultural organizations. Ms. Dulzaides was the President of the Board of Directors of the Puerto Rico International Film Festival and is currently the President of the Board of Directors of Opera de Puerto Rico.



Practice Areas

- Alternate Dispute Resolution
- Civil and Commercial Litigation
- Labor and Employment

Education

Boston College Law School
Boston, MA
1983, JD

Georgetown University
Washington, DC
1980, BS in Foreign Service

Bar Admissions

- Puerto Rico Bar, 1983
- United States District Court for the District of Puerto Rico, 1984
- United States Court of Appeals for the First Circuit, 1984
- District of Columbia Court of Appeals, 1989
- United States Supreme Court, 2010

American Bar Association

The Association of Labor Relations Practitioners

Federal Bar Association

Society for Human Resource Management

American Bar Foundation

Maritime Law Association of the United States

Women's International Shipping & Trading Association

Representative Cases

Alberti v. University of Puerto Rico

818 F.Supp.2d 452 (D.P.R. 2011)

Employee in position of trust does not have property rights protected by due process; and, does not have due process protected rights in a probationary appointment. Statements made by employee were made pursuant to her duties and as such are not protected by the First Amendment of the Constitution.

Huertas González v. University of Puerto Rico

520 F.Supp.2d 277 (D.P.R. 2007)

No personal liability can be attached to agents or supervisors under Title VII of the Civil Rights Act of 1964.

Ortiz v. Hyatt Regency Cerromar Beach Hotel, Inc.

422 F.Supp.2d 336 (D.P.R. 2006)

Sexual harassment complaint dismissed at summary judgment stage. Employee failed to take advantage of employer's complaint procedure. Employer did not know or have reason to know of coworker's alleged sexual harassment.

Peña v. Crowley American Transport, Inc.

172 F. Supp.2d 321 (D.P.R. 2001)

Dismissed at the Summary Judgment stage.

Rosario-Cordero v. Crowley Towing & Transp. Co.

850 F. Supp.98 (D.P.R. 1994); aff'd, 46 F. 3d 120 (1st Cir. 1995)

Established precedent that ERISA preempts local law that grants vacation benefits to employees if it relates to an ERISA covered employee benefit plan.