
Document: 29 L.P.R.A. § 185b

29 L.P.R.A. § 185b

Copy Citation

Current through all acts translated by the Translation Office of the Puerto Rico Government through the 2010 Legislative Session and various acts from 2011 to the present.

Laws of Puerto Rico Annotated **TITLE TWENTY-NINE Labor** **PART I. Labor Provisions Generally** **Chapter 9.**
Payment of Wages; Discharge Without Cause; Mechanic's Lien

§ 185b. Indemnity for discharge without just cause—Just cause for discharge

Good cause for the discharge of an employee from an establishment shall be understood to be:

- (a)** That the worker indulges in a pattern of improper or disorderly conduct.
- (b)** The attitude of the employee of not performing his work in an efficient manner, or of doing it belatedly and negligently or in violation of the standards of quality of the product produced or handled by the establishment.
- (c)** The employee's repeated violations of the reasonable rules and regulations established for the operation of the establishment, provided a written copy thereof has been opportunely furnished to the employee.

(d) Full, temporarily or partial closing of the operations of the establishment.

Provided, That in those cases in which the company has more than one office, factory, branch or plant, the full, temporary or partial closing of operations of any of these establishments shall constitute just cause for discharge pursuant to this section.

(e) Technological or reorganization changes as well as changes of style, design or the nature of the product made or handled by the establishment, and changes in the services rendered to the public.

(f) Reductions in employment made necessary by a reduction in the anticipated or prevailing volume of production, sales or profits at the time of the discharge.

A discharge made by the mere whim of the employer or without cause relative to the proper and normal operation of the establishment shall not be considered as a discharge for good cause. Neither shall it be considered just cause for discharging an employee, his/her collaboration or expressions made by him/her pertaining to his/her employer's business before any administrative, judicial or legislative forum in Puerto Rico when said expressions are not of a defamatory character nor constitute disclosure of privileged information according to law. In this last case, in addition to any other corresponding adjudication, the employee thus discharged shall have the right to have an order issued for immediate restitution in his/her employment and to be compensated for an amount equal to the salaries and benefits not received from the date of discharge until a court orders reinstatement in his/hers employment.

History

—May 30, 1976, No. 80, p. 251, § 2; July 3, 1986, No. 65, p. 224; Oct. 3, 1986, No. 9, p. 814; Dec. 20, 1991, No. 115, § 5; July 30, 2007, No. 95, § 1.

Laws of Puerto Rico Annotated

Copyright © 2018 LAWS OF PUERTO RICO ANNOTATED, Copyright

1955-2014 by the Secretary of State of Puerto Rico and LEXISNEXIS of Puerto Rico, Inc. All rights reserved.

Content Type:

Terms:

Narrow By: -None-

Date and Time: Mar 21, 2018 06:19:11 p.m. EDT



[About LexisNexis®](#)

[Privacy Policy](#)

[Terms & Conditions](#)

[Sign Out](#)

Copyright © 2018 LexisNexis. All rights reserved.

