

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF PUERTO RICO

ORLANDO MÉNDEZ LÓPEZ; ET ALS

Plaintiff

v.

UNIVERSIDAD DE PUERTO RICO;
ZAYIRA JORDÁN, in her official capacity as
President of the University of Puerto Rico;
UNIVERSITY OF PUERTO RICO
WORKERS' UNION

Defendants

CIVIL NO. 25-CV-1682 JAG

For: Constitutional Violation (42 U.S.C.
§1983), Declaratory Judgment, Injunctive
Relief, Compensatory, Nominal and Punitive
Damages

Jury Trial Demanded

ANSWER TO AMENDED AMENDED COMPLAINT

TO THE HONORABLE COURT:

COME NOW co-defendants University of Puerto Rico (“UPR”) and its President, Zayira Jordán Conde (in her official capacity), through their undersigned legal counsel, and very respectfully state and pray as follows:

1. Paragraph 1 of the Amended Complaint does not require a responsive pleading as it states a legal conclusion.
2. As to paragraph 2 of the Amended Complaint, it is admitted that plaintiffs are UPR employees of a bargaining unit currently represented exclusively by the Sindicato de Trabajadores de la Universidad de Puerto Rico (hereinafter “Sindicato” or “Union”). The rest of the paragraph is denied for lack of sufficient information.
3. Paragraph 3 of the Amended Complaint does not require a responsive pleading as it states a legal conclusion.

4. As to paragraph 4 of the Amended Complaint, it is admitted that the UPR granted Union members a \$3000 payment divided in two installments that were paid on or around the alleged dates and that such payments were not made to the plaintiffs and other employees who were not members of the Union. The rest of the paragraph is denied.
5. Paragraph 5 of the Amended Complaint is denied.
6. Paragraph 6 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
7. Paragraph 7 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
8. Paragraph 8 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
9. Paragraph 9 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
10. Paragraph 10 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
11. Paragraph 11 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
12. Paragraph 12 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
13. Paragraph 13 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
14. Paragraph 14 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.

15. Paragraph 15 of the Amended Complaint is denied since the referenced worker retired from the UPR.
16. Paragraph 16 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
17. Paragraph 17 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
18. Paragraph 18 of the Amended Complaint is denied since the referenced plaintiff retired from the UPR.
19. Paragraph 19 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
20. Paragraph 20 of the Amended Complaint is admitted except as to the workers position which is that of worker and as to residency information which is unknown to the UPR.
21. Paragraph 21 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
22. Paragraph 22 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
23. Paragraph 23 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
24. Paragraph 24 of the Amended Complaint is admitted except as to residency information which is unknown to the UPR.
25. Paragraph 25 of the Amended Complaint is admitted.
26. As to paragraph 26 of the Amended Complaint, it is admitted that Dr. Zayira Jordán Conde (“Jordán”) is the President of the UPR and her office is located at the address

therein specified. The rest of the paragraph does not require a responsive pleading as it states a legal conclusion or is denied.

27. As to paragraph 27 of the Amended Complaint it is admitted that the Union is the current exclusive representative for collective bargaining purposes of employees in a bargaining unit established in a collective bargaining agreement that includes the plaintiffs. The rest of the paragraph does not require a responsive pleading as it states a legal conclusion or is denied.

28. Paragraph 28 of the Amended Complaint does not require a responsive pleading as it is a jurisdictional statement.

29. Paragraph 29 of the Amended Complaint does not require a responsive pleading as it is a jurisdictional statement.

30. Paragraph 30 of the Amended Complaint does not require a responsive pleading as it is a jurisdictional statement.

31. Paragraph 31 of the Amended Complaint does not require a responsive pleading as it is a jurisdictional statement.

32. Paragraph 32 of the Amended Complaint does not require a responsive pleading as it states a legal conclusion.

33. Paragraph 33 of the Amended Complaint does not require a responsive pleading as it states a legal conclusion or a legal request for relief.

34. As to paragraph 34 of the Amended Complaint, it is admitted that plaintiffs were not members of the Union during the period while the UPR and the Union negotiated the \$3000 payment. The rest of the paragraph is denied.

35. Paragraph 35 is admitted as to the contents of the document. The rest of the paragraph is denied.
36. Paragraph 36 is admitted as to the contents of the document. The rest of the paragraph is denied.
37. Paragraph 37 is denied for lack of knowledge.
38. Paragraph 38 is admitted.
39. As to paragraph 39 it is admitted that the plaintiffs were not paid the \$2000. The rest of the paragraph is denied.
40. Paragraph 40 of the Amended Complaint is admitted as to the content of the letter and as to the fact that a response was not sent to the plaintiffs. The rest of the paragraph is denied.
41. Paragraph 41 of the Amended Complaint is admitted.
42. As to paragraph 42 it is admitted that the plaintiffs were not paid the \$1000. The rest of the paragraph is denied.
43. As to paragraph 43 it is admitted that the funding of the \$3000 payment came from UPR funds. The rest of the paragraph is denied.
44. Paragraph 44 of the Amended Complaint is denied except that it is admitted that plaintiffs were not paid the \$3000. However, the UPR is in the process of processing the payment of the \$3000 to plaintiffs.
45. Paragraph 45 of the Amended Complaint is denied except that it is admitted that plaintiffs were not paid the \$3000. However, the UPR is in the process of processing the payment of the \$3000 to plaintiffs.

46. Paragraph 46 of the Amended Complaint is denied except that it is admitted that plaintiffs were not paid the \$3000. However, UPR is in the process of processing the payment of the \$3000 to plaintiffs.
47. Paragraph 47 of the Amended Complaint is denied except that it is admitted that plaintiffs were not paid the \$3000. However, the UPR is in the process of processing the payment of the \$3000 to plaintiffs.
48. Paragraph 48 of the Amended Complaint is denied except that it is admitted that plaintiffs were not paid the \$3000. However, the UPR is in the process of processing the payment of the \$3000 to plaintiffs.
49. Paragraph 49 of the Amended Complaint is denied except that it is admitted that plaintiffs were not paid the \$3000. However, the UPR is in the process of processing the payment of the \$3000 to plaintiffs.
50. Paragraph 50 of the Amended Complaint is denied except that it is admitted that plaintiffs were not paid the \$3000. However, the UPR is in the process of processing the payment of the \$3000 to plaintiffs.
51. Paragraph 51 of the Amended Complaint is denied except that it is admitted that plaintiffs were not paid the \$3000. However, the UPR is in the process of processing the payment of the \$3000 to plaintiffs.
52. Paragraph 52 of the Amended Complaint is denied for lack of knowledge.
53. Paragraph 53 of the Amended Complaint is denied.
54. Paragraph 54 of the Amended Complaint is denied.
55. Paragraph 55 of the Amended Complaint is denied.

56. Paragraph 56 of the Amended Complaint is denied. The UPR is in the process of processing the payment of the \$3000 to plaintiffs.

57. Paragraph 58 of the Amended Complaint is denied. The UPR is in the process of processing the payment of the \$3000 to plaintiffs.

58. Paragraph 58 of the Amended Complaint is denied. The UPR is in the process of processing the payment of the \$3000 to plaintiffs.

59. The appearing parties deny any allegation that is not specifically admitted in this Answer to the Amended Complaint.

60. The contents of the "Prayer for Relief" are denied.

AFFIRMATIVE DEFENSES

1. The UPR is in the process of making the \$3000 payment to plaintiffs.
2. Lack of jurisdiction.
3. The Amended Complaint fails to state a claim or cause of action upon which relief can be granted for the Plaintiffs against the appearing defendants.
4. The claims are in whole or in part time barred by the applicable statutes of limitation.
5. Estoppel.
6. Laches.
7. Failure to exhaust administrative remedies.
8. At all times relevant, the appearing defendants have acted in compliance with applicable laws and regulations.
9. At all times relevant, the appearing defendants have acted in good faith, and never engaged in any negligent acts.

10. The appearing defendants have always acted without any malice or willful disregard of any applicable statute, federal or local.
11. Damages are not warranted against the appearing defendants based on the Amended Complaint.
12. Punitive damages are not applicable nor warranted.
13. Plaintiffs are not entitled to any remedy under any statute or regulation, local or federal.
14. Plaintiffs are not entitled to attorney's fees.
15. Plaintiffs are not entitled to a jury trial on all of the claims presented.
16. The appearing defendants reserve the right to raise additional defenses based on discovery of evidence.

WHEREFORE, it is respectfully requested from this Honorable Court to dismiss the Amended Complaint.

RESPECTFULLY SUBMITTED.

IT IS HEREBY CERTIFIED that on this same date, the foregoing was electronically filed with the Clerk of the Court using the CM/ECF system which will send notification of such filing to counsel for plaintiff.

In San Juan, Puerto Rico this April 21st, 2026.

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