



### **Puerto Rico Enacts Universal Recognition of Occupational and Professional Licenses Act**

Puerto Rico has enacted Act No. 102-2025, known as the “Universal Recognition of Occupational and Professional Licenses Act”, allowing qualified professionals holding valid licenses from a U.S. state to obtain equivalent licenses locally under specific criteria. The measure aims to promote workforce mobility, attract skilled talent, and expedite access to professional services.

#### **Key Requirements for Obtaining a License in Puerto Rico**

The relevant Local Board will issue the license if the applicant:

- Holds a valid license – Has a current occupational or professional license from a U.S. state for a lawful occupation or profession with a similar scope of practice.
- Meets minimum experience – Has held the license for at least one (1) year, has practiced the occupation continuously for three (3) years prior to the application, and has not been inactive for more than one (1) year before applying in Puerto Rico.
- Meets equivalency standards – The original license required passing an examination or meeting education, training, or experience standards equivalent to Puerto Rico’s requirements.
- Is in good standing – Maintains good standing with the licensing state, with official certification from that state.
- Has no disqualifying criminal record – Has no criminal history that would disqualify them under Puerto Rico law.
- Has no prior serious disciplinary action – Has not had a license revoked for negligence, malpractice, or intentional misconduct.
- Has not surrendered a license to avoid discipline – Has never voluntarily surrendered a license to avoid disciplinary measures for negligence or misconduct.
- Has no pending complaints – Is not subject to pending complaints, investigations, or disciplinary proceedings, and has not been convicted of crimes involving dishonesty or moral turpitude (e.g., fraud, theft, money laundering, perjury).
- Is in compliance with fiscal and membership obligations – Has paid all applicable fees and taxes and meets local or originating state membership obligations, if applicable.
- Pays required fees – Pays a \$100 fee per application, plus applicable administrative costs. False statements may result in fines of up to \$500 and denial of the license.

#### **Provisional Licenses and Certifications**

If an applicant holds a government-issued certification from a U.S. state but Puerto Rico requires a license for that occupation or profession, the Local Board will immediately issue a provisional license while the applicant completes remaining requirements.



### Recognition of Work Experience

Licenses may also be granted to individuals who:

Have worked for at least three (3) consecutive years in a state that does not require a license for their occupation or profession, provided the occupation or profession is substantially similar to one regulated in Puerto Rico.

Meet all other applicable criteria listed above.

### Application Review Timelines

The Local Board must approve or deny an application within thirty (30) days. If no action is taken within that timeframe, a provisional license or certification will be issued automatically until the review is completed, which must occur within an additional thirty (30) days.

### Emergency Powers for Professional Licenses in Puerto Rico

During a declared emergency, the Governor of Puerto Rico has the authority to provisionally recognize occupational, professional licenses, and government certifications issued by U.S. states or foreign countries, treating them as if issued within Puerto Rico for the duration of the emergency. Additionally, the Governor may temporarily expand the scope of practice of any local license and authorize licensees to provide services in Puerto Rico in person, by phone, or through other means while the emergency lasts.

With this legal framework, Puerto Rico joins states such as Arizona in adopting universal license recognition policies, aiming to lower entry barriers, address professional shortages, particularly in healthcare, and encourage skilled professionals, including members of the Puerto Rican diaspora, to return to the island.

If you have any questions about this law or need assistance navigating its requirements, please contact us.

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