



→ Melissa Hughes

Associate

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Melissa Hughes is an associate in the Labor and Employment Practice Group in the firm's San Francisco office.

Areas of Practice

Melissa defends and counsels employers in a range of employment disputes including harassment, discrimination, retaliation, failure to accommodate disabilities and wrongful termination claims. She defends employers against individual wage and hour claims, PAGA representative actions and class actions. Melissa also has traditional labor experience, including arbitration, unfair labor practice proceedings, and litigation related to the National Labor Relations Act (NLRA).

Melissa has experience representing businesses of all sizes, from pre-litigation through post-trial motion practice before state and federal courts, as well as representing employers in connection with administrative proceedings.

Melissa's counselling practice includes a broad range of employer issues, with a particular focus on disability accommodation, employee leaves of absence, and performance management, as well as drafting and revising employee handbooks and policies. Melissa also helps employers navigate the difficult landscape of California wage and hour laws and provides proactive preventative measures to minimize the risks of exposure to litigation.

Melissa also specializes in defending businesses in sexual assault and battery cases arising both within and outside the employment context.

Articles

Labor and Employment Law Blog Posts

- "California Enacts Law Requiring Certain Employers to Offer Open Positions to Laid Off Employees in the Travel and Hospitality Industries," April 27, 2021

Practices

Discrimination, Harassment, and Retaliation

Employee Hiring/Discipline/Termination

Handbooks and Personnel Policies
Harassment Investigation and Training
Labor and Employment
Labor and Employment Counseling
Labor and Employment Litigation
Wage and Hour Class Actions
Wage and Hour Regulations
Workplace Violence

Education

LL.M., University of California, Los Angeles, 2016
Master, University of Paris I-Pantheon Sorbonne, 2015
Licence (J.D. Equivalent), University of Paris I-Pantheon Sorbonne, 2013

Admissions

California

Languages

French