

## Mel M. C. Cole

Shareholder

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## Overview

Mel M.C. Cole practices exclusively in the area of labor and employment law, defending both large corporations and small businesses in lawsuits and agency claims, including class and collective actions, that involve:

- Independent contractor misclassification
- Employee wage and hour claims
- Discrimination and profiling
- Retaliation
- Wrongful termination

Mel also routinely counsels clients on:

- Worker classification
- The proper handling of termination and discipline decisions
- Workplace accommodation issues
- Litigation avoidance
- All other aspects of employee management

Mel's practice is goal-oriented, working to get her clients what they want, whether it is to forge into new legal territory or resolve matters quickly. Mel works within the realities of the client's business to help her clients manage and understand risk, and to achieve practical solutions efficiently.

She serves on Littler's Diversity and Inclusion Council and is a co-chair of the firm's Reunión affinity group.

During law school, she was an intern in the U.S. Department of Labor and the San Francisco City Attorney's Office. She was also an extern for the Hon. Steven A. Brick, who presided over the Complex Civil Litigation Department of the Alameda County Superior Court.

Before law school, Mel served in the United States Peace Corps in Morocco.

## Recognition

- Recipient, Prosser Prize in Written and Oral Advocacy, 2011

## Education

J.D., University of California, Berkeley, School of Law, 2013

B.A., University of California, Santa Cruz, 2004, *With Honors, Phi Beta Kappa*

## Bar Admissions

California

## Languages

Spanish

## Publications & Press

### **Littler Appoints New Leadership to Its Affinity Groups and Diversity & Inclusion Council**

*Littler Press Release*

March 22, 2021

### **California Supreme Court Reaffirms 'ABC' Test Is Retroactive**

*SHRM Online*

January 26, 2021

### **California Supreme Court Reaffirms that ABC Test is Retroactive**

*Littler ASAP*

January 19, 2021

### **Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2020

### **Offering Unlimited Vacation Is Riskier Than You Think**

*The Recorder*

January 26, 2015

**Employers Should Not Lose Hope Despite a Federal Court Decision Clearing the Way for a Union Challenge to the F-1 Visa Program**

*Littler ASAP*

December 4, 2014

**Latin America Employment Law Update**

*Society for Human Resource Management (SHRM)*

November 19, 2014

**EEOC and Mexican Consulates Team Up to Provide Guidance, Training, and Even Checks**

*Littler ASAP*

September 12, 2014

**Department of Justice Settlements a Good Reminder of Employer Obligations under Employment Verification Laws**

*Littler ASAP*

April 29, 2014

## **Speaking Engagements**

**2020 Virtual California Employer**

November 19, 2020

**Transformation of California's Independent Contractor Laws**

San Francisco, CA

December 3, 2019