



Melissa Harclerode

Associate

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Focus Areas

Employee Benefits
ERISA and Benefit Plan Litigation
Discrimination and Harassment
Workplace Safety and Health (OSHA & MSHA)

Overview

Melissa Harclerode concentrates her practice on employee benefits, OSHA and employment law matters. Melissa's practice includes broad experience representing employers and their fiduciaries in multiemployer withdrawal liability disputes, and all aspects of OSHA-related issues, ranging from OSHA's informal public hearings on proposed rules to litigation defense against OSHA enforcement actions. Melissa's practice also centers on defending employers in discrimination and retaliation, and wage and hour actions in federal and state courts. Melissa also counsels and advises employers in matters involving fiduciary duty, ERISA liability, and federal compliance.

Prior to joining Littler, Melissa was an attorney at a federal agency where she gained detailed knowledge of federal and state regulations concerning employee benefits and defined benefit pension plans.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Asian Pacific American Bar Association of the Greater Washington, D.C. Area

Education

J.D., University of Virginia School of Law, 2013

B.A., New York University, 2010

Bar Admissions

Virginia

New York

Courts

U.S. District Court, Southern District of New York

Publications & Press

Virginia Becomes the First State to Adopt a Permanent COVID-19 Standard

Littler ASAP

January 29, 2021

PBGC Finalizes its Rule Simplifying the Calculation of Withdrawal Liability for Multiemployer Pension Plans

Littler ASAP

January 22, 2021

Virginia is the First State to Implement COVID-19 Emergency Standard

Littler ASAP

July 16, 2020

The Next Normal: A Littler Interview with Dr. John Howard, Director of the National Institute for Occupational Safety and Health

Littler Insight

May 12, 2020

The Next Normal: A Littler Insight on Returning to Work – Safety and Health

Littler Insight

April 22, 2020

Bureau of Labor Statistics Releases Census of Fatal Occupational Injuries Report

Littler ASAP

January 21, 2020

OSHA Collecting Final Input as it Considers Rule on Occupational Exposure to Beryllium in the Construction and Shipyard Industries

Littler ASAP

January 13, 2020

Occupational Safety and Health Administration: 2019 in Review

Littler Insight

December 16, 2019

Occupational Safety and Health Administration Releases FY 2019 “Top 10” List

Littler ASAP

December 10, 2019

Occupational Safety and Health Administration Fall Semiannual Regulatory Agenda

Littler ASAP

December 2, 2019

WPI Labor Day Report 2019

Littler WPI Report

September 3, 2019

Speaking Engagements

Virginia is for Lovers ... of Employees? The Commonwealth Enacts New Laws that Expand Employee Protections and Increase Employer Liability

May 19, 2020