

## Stephen T. Melnick

Shareholder

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## Focus Areas

Discrimination and Harassment  
Class Action  
Unfair Competition and Trade Secrets  
Wage and Hour  
Littler X-celerator Toolkits

## Overview

Stephen (Steve) Melnick counsels and represents employers regarding a broad range of employment laws, with a particular focus on:

- Wage and hour law
- Discrimination and harassment
- Unfair competition and trade secrets
- Whistleblowing and retaliation
- Complex litigation and class actions

Steve regularly appears before federal and state courts, the Equal Employment Opportunity Commission, the Massachusetts Commission Against Discrimination, and the Rhode Island Commission for Human Rights. He has drafted appellate briefs for the U.S. Supreme Court, the U.S. Court of Appeals for the First Circuit and the Fourth Circuit, and the Massachusetts Supreme Judicial Court.

Steve represents clients in a wide variety of industries, including healthcare, technology, retail, and transportation. He provides advice to employers regarding legal issues including:

- Compliance with equal opportunity laws
- Compensation and wage and hour issues

- Alternative dispute resolution policies
- Other workplace policies and handbooks

Prior to joining Littler, Steve worked as a field representative for both the Equal Employment Opportunity Commission and the Massachusetts Commission Against Discrimination (MCAD).

## Recognition

- Named, The Best Lawyers in America®, 2021-2025

## Education

J.D., Boston College Law School, 2006, *cum laude*

B.A., Cornell University, 2003, *With Honors*

## Bar Admissions

Massachusetts

Rhode Island

## Publications & Press

### **Massachusetts Gets Transparent: FAQs Clarify the Commonwealth's Pay Transparency Law**

*Littler ASAP*

January 16, 2025

### **Massachusetts Expands Reasons for Use of Earned Sick Time**

*Littler ASAP*

October 4, 2024

### **Massachusetts Revises Its Workers' Compensation Notice Requirement**

*SHRM*

September 12, 2024

### **Revised Poster Requirement in Massachusetts Starting September 16, 2024**

*Littler ASAP*

August 30, 2024

### **Mass. Equal Pay Act Boosts New Pay Transparency Law**

*Law360 Employment Authority*

August 7, 2024

**Massachusetts Enacts a New Pay Transparency Law**

*Little ASAP*

August 2, 2024

**Massachusetts Considers Incentivizing the Four-Day Workweek**

*WorldatWork*

November 28, 2023

**Rhode Island Enacts New “Tip Protection” Law**

*Little ASAP*

July 13, 2022

**Determining Which State Governs A Remote Work Agreement**

*Law360 Employment Authority*

July 6, 2022

**U.S. Court of Appeals Offers Guidance on Applicability of Massachusetts Wage and Hour Laws to Out-of-State Workers**

*Little ASAP*

June 10, 2022

**Massachusetts High Court Expands Employer Liability for Late Payment of Wages**

*Little Insight*

April 7, 2022

**“B Together” – Boston’s New Vaccination Mandate**

*Little ASAP*

December 22, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Little Press Release*

August 19, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Little Press Release*

August 20, 2020

**Massachusetts Designates Juneteenth as a State Holiday**

*SHRM Online*

August 5, 2020

**Massachusetts Designates Juneteenth as a State Holiday, Creating a New Obligation for Many Retail Employers**

*Little ASAP*

July 31, 2020

**Massachusetts Issues Stronger Travel Restrictions**

*Little ASAP*

July 24, 2020

**First Circuit Holds that Having an Employee Involuntarily Committed May Not Violate the ADA**

*Little ASAP*

May 28, 2020

**Massachusetts Agency Provides Guidance on Unemployment Benefits for Returning Employees and Employers' Obligations**

*Little ASAP*

May 11, 2020

**Massachusetts CARES: The Commonwealth Implements the CARES Act's Unemployment Benefits**

*Little ASAP*

April 10, 2020

**Massachusetts Court Provides Guidance on Joint Employer Liability and the Scope of the Outside Salesperson Exemption**

*Little ASAP*

April 10, 2020

**Massachusetts Stay-at-Home Advisory Effective March 24**

*Little ASAP*

March 23, 2020

**AB 5: The Great California Employment Experiment—A Littler Workplace Policy Institute Report**

*Little WPI Report*

August 8, 2019

**Friendlier Skies in Rhode Island: Sunday & Holiday Premium Pay Law Held Preempted for Airlines**

*Little ASAP*

June 27, 2019

**UPDATED: The New MA Paid Family and Medical Leave Law – Are You Ready?**

*MassTLC*

June 18, 2019

**Massachusetts Supreme Judicial Court Clarifies Class Action Standards for Wage and Hour Cases**

*Little ASAP*

April 16, 2019

**Courts Deliver Mixed Bag on Federal Law's Preemption of State Independent Contractor Standards**

*Washington Legal Foundation*

February 28, 2019

**Check Please: New Requirements for Massachusetts Tipped Employees**

*Little ASAP*

January 7, 2019

**Frequently Asked Questions About the New Massachusetts Noncompetition Agreement Act**

*Little Insight*

September 5, 2018

**The Regular Rate Riddle in the Massachusetts "Grand Bargain" Legislation**

*Little ASAP*

July 3, 2018

**Post-Kennedy Court Likely To Take Narrow View of Title VII**

*Law360*

June 28, 2018

**California Announces a New Wage and Hour Independent Contractor Test**

*Little ASAP*

May 1, 2018

**Massachusetts Attorney General Publishes Long-Anticipated Guidance on the Revised Pay Equity Law**

*Little Insight*

March 5, 2018

**Non-Competes to Stay in Massachusetts...For Now**

*Little ASAP*

August 1, 2016

**Massachusetts Adds Teeth to Equal Pay Obligations**

*Little Insight*

July 28, 2016

**Federal Judge Holds FAAAA Preempts a Critical Portion of the Massachusetts Independent Contractor Law**

*Little ASAP*

July 13, 2015

**Little Elevates 16 Attorneys to Shareholder**

*Little Press Release*

January 5, 2015

**Massachusetts Extends Labor and Employment Protections to Domestic Workers**

*Little Insight*

December 30, 2014

**Confidentiality Clauses in Settlement Agreements are Under Increasing Scrutiny by Regulators**

*Little ASAP*

November 20, 2014

**FAAAA May Preempt Massachusetts Independent Contractor Law**

*Little ASAP*

October 2, 2014

**High Court Extends Sarbanes-Oxley Whistleblower Law to Most Employees**

*TLNT*

April 4, 2014

**Supreme Court's First Sarbanes-Oxley Decision Promises Expansion of Coverage to Most Privately Held Businesses**

*Little Insight*

March 6, 2014

**High Court Thinking On 1st SOX Whistleblower Case**

*Law360.com*

November 15, 2013

**Massachusetts Wage Act Does Not Preempt Common Law Wage Claims**

*Little ASAP*

August 13, 2013

**Class Action Waivers in Arbitration Agreements in Massachusetts**

*Little Insight*

July 15, 2013

**Recent Decisions Provide Guidance on Drafting Noncompetition Agreements under Massachusetts Law**

*Little Insight*

June 12, 2013

**New Massachusetts Decision Shaves Employers' Right to Enforce Personal Appearance Policies**

*Little Insight*

December 5, 2008

**New Rhode Island Law Grants Military Family Members Unpaid Leave**

*Little Insight*

July 21, 2008

## **Speaking Engagements**

**2022 New England Regional Employer Conference**

Boston, MA

November 15, 2022

**2021 New England Virtual Employer Conference**

November 9, 2021

**New England: Small States with Big Paid Sick Leave Obligations**

2019 New England Employer Conference, Newton, MA

September 27, 2019

**Preventing and Addressing Wage and Hour Claims in the Construction Industry**

Boston, MA

December 13, 2018

**Navigating Uncharted Waters: The New Massachusetts Noncompetition Law**

September 17, 2018

**The Pay Equity Wave Rolls On: What Massachusetts Employers Need to Know to Stay Afloat**

June 13, 2018

**Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company**

Boston, MA

March 28, 2018

**Transportation Industry Roundtable**

May 10, 2017

**The FLSA: Change Is Coming. Are You Ready?**

2016 New England Employer Conference, Burlington, MA  
October 13, 2016

**Massachusetts Pay Equity: What You Need to Know**

September 30, 2016

**Transportation/Courier Industry Roundtable**

The 2016 Executive Employer® Conference, Scottsdale, AZ  
May 6, 2016

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

Boston, MA  
November 5, 2015

**Books & Book Chapters**

- Employment Contracts: An Employer Perspective; Litigating Sexual Harassment Claims: An Employer's Perspective, *Massachusetts Employment Law, MCLE New England*, Contributing Chapter Author, 2015