

Melanie V. Pate

Littler CaseSmart Counsel

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Overview

As a member of the Littler CaseSmart – Charges™ team and based in Arizona, Melanie Pate is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Melanie has handled a wide variety of labor and employment administrative and litigation matters during her career, including cases involving discrimination, harassment, retaliation, FMLA, OSHA, and FLSA issues. Having previously served as the chief counsel of a state anti-discrimination agency, Melanie is especially experienced at handling matters before the EEOC and similar state and local agencies.

Professional and Community Affiliations

- Past Chair, State Bar of Arizona, Labor & Employment Section
- Past Member, Arizona Attorney Magazine Editorial Board
- Past Member, Arizona Association of Defense Counsel Board of Directors
- Chi Omega Sorority, University of Arizona

Recognition

- Named, The Best Lawyers in America®
- Ranked, Labor & Employment – Management, *Chambers USA*
- Named, Labor & Employment Star, *Benchmark Litigation*
- Recipient, Most Influential Women in Arizona Award, *Arizona Business Magazine*
- Recipient, Top 50 Pro Bono Attorneys in Arizona Award, *Arizona Bar Foundation*
- Recipient, Emerging Star Award, *Arizona Attorney General's Office*
- Articles Editor, *Arizona Journal of International and Comparative Law*, 1996
- Student Body Vice President, *University of Arizona College of Law*, 1996

Education

J.D., University of Arizona College of Law, 1996

B.S., University of Arizona, 1992, *magna cum laude*, *Phi Beta Kappa* and *Phi Kappa Phi*

Bar Admissions

Arizona

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Arizona

Books & Book Chapters

- Attorneys' Fees in Civil Rights and Employment Disputes, *Arizona Attorneys' Fees Manual*