



Stephen T. Melnick

Shareholder

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Practice Areas

Discrimination and Harassment
Class Action
Unfair Competition and Trade Secrets
Wage and Hour

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

Littler ASAP

August 2, 2024

Massachusetts Considers Incentivizing the Four-Day Workweek

WorldatWork

November 28, 2023

Rhode Island Enacts New “Tip Protection” Law

Littler 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

Littler ASAP

June 10, 2022

Massachusetts High Court Expands Employer Liability for Late Payment of Wages

Littler ASAP

April 7, 2022

“B Together” – Boston’s New Vaccination Mandate

Littler ASAP

December 22, 2021

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

Press Release

August 19, 2021

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

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

Littler ASAP

July 31, 2020

Massachusetts Issues Stronger Travel Restrictions

Littler ASAP

July 24, 2020

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

Littler ASAP

May 28, 2020

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

Littler ASAP

May 11, 2020

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

Littler ASAP

April 10, 2020

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

Littler ASAP

April 10, 2020

Massachusetts Stay-at-Home Advisory Effective March 24

Littler ASAP

March 23, 2020

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

Littler Report

August 8, 2019

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

Littler 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

Littler 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

Littler ASAP

January 7, 2019

Frequently Asked Questions About the New Massachusetts Noncompetition Agreement Act

Littler ASAP

September 5, 2018

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

Littler 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

Littler ASAP

May 1, 2018

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

Littler ASAP

March 5, 2018

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

Littler ASAP

August 1, 2016

Massachusetts Adds Teeth to Equal Pay Obligations

Littler ASAP

July 28, 2016

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

Littler ASAP

July 13, 2015

Littler Elevates 16 Attorneys to Shareholder

Press Release

January 5, 2015

Massachusetts Extends Labor and Employment Protections to Domestic Workers

Littler ASAP

December 30, 2014

Confidentiality Clauses in Settlement Agreements are Under Increasing Scrutiny by Regulators

Littler ASAP

November 20, 2014

FAAAA May Preempt Massachusetts Independent Contractor Law

Littler 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

Littler ASAP

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

Littler ASAP

August 13, 2013

Class Action Waivers in Arbitration Agreements in Massachusetts

Littler ASAP

July 15, 2013

Recent Decisions Provide Guidance on Drafting Noncompetition Agreements under Massachusetts Law

Littler ASAP

June 12, 2013

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

Littler ASAP

December 5, 2008

New Rhode Island Law Grants Military Family Members Unpaid Leave

Littler ASAP

July 21, 2008

Events & 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