SQUIRE PATTON BOGGS

Melissa H. Legault

Senior Associate

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About Melissa

Melissa Legault is a dedicated labor and employment lawyer licensed to practice law in both Arizona and California.

With a strong focus on providing strategic legal advice and representation, Melissa advises employers on a wide gamut of employment matters, helping them to achieve their business goals while complying with frequently changing federal, state and local requirements.

Melissa assists employers in navigating a wide range of labor and employment issues, including compliance, litigation and dispute resolution. She represents employers before federal and state courts and administrative agencies, as well as in arbitration and mediation proceedings.

Specifically, Melissa has successfully represented employers in complex matters involving wage and hour disputes, wrongful termination and whistleblower retaliation, discrimination, harassment and employment contracts. In addition, she counsels and collaborates with human resources professionals on compliance with all US federal and state labor and employment laws, and on topics such as workplace harassment, reasonable accommodations, FLSA compliance, commission plans, leave laws, protecting proprietary information, workplace violence, discipline and terminations, reductions-in-force, unfair labor practices, drug and alcohol testing, employee handbooks and policies, and employment agreements, among other topics. Melissa is also well-versed in e-discovery matters.

In addition, Melissa has provided hours of in-person and virtual training to employees, managers and human resources professionals in key areas of employment law compliance. She is also a frequent contributor and speaker on employment and labor law topics for various continuing education and professional development platforms.

Melissa is adept at navigating the complexities of the ever-evolving labor laws and ensuring clients are well-informed and compliant. Known for her personable approach and attention to individual client needs, Melissa is committed to delivering exceptional service and achieving favorable outcomes for her clients.

Experience

- Obtained summary judgment in a New Jersey state court case brought against a talent solutions company by a former contractor alleging sexual harassment and retaliation.
- Awarded summary judgment in a federal court case brought against a large utility locating company by a former employee alleging race discrimination, harassment and retaliation.
- Conducted privileged and confidential investigations for clients on topics ranging from allegations of discrimination to potential criminal wrongdoing.
- Obtained "no cause" determinations in various matters before the EEOC and state Fair Employment Practices Agencies.
- Following a jury trial in state court, achieved a complete defense verdict and an award of attorneys' fees on behalf of a public company in a breach of contract claim brought by a former executive relating to a claim of equity ownership in the company.
- Represented *pro bono* clients on a wide range of topics.

Credentials

Education

- The University of Arizona, J.D., *magna cum laude*, Order of the Coif, note editor, *Arizona Law Review*, 2018
- Wake Forest University, B.A., *summa cum laude*, Phi Beta Kappa, 2014

Admissions

- Arizona, 2018
- California, 2024

Courts

- U.S. Ct. of App., Fifth Circuit
- U.S. Ct. of App., Ninth Circuit
- U.S. Dist. Ct., Dist. of Arizona

Recognitions

- Recognized in *Best Lawyers: Ones to Watch in America* 2022-2027 for Employee Benefits (ERISA) Law and Labor and Employment Law – Management
- Recipient of the *National Law Review*'s Go-To Thought Leadership Awards, 2019

Expertise

Services

- Labor & Employment

Publications

- Author, "'I Don't Want to Die, But I Am Dying': Reexamining Physician-Assisted Suicide in a New Age of Substantive Due Process," 60 Ariz. L. Rev. 509, 2018.

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.