

Melissa (Osipoff) Camire

Partner

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Service Focus

- Litigation and Trials
- Mergers and Acquisitions
- Pay Equity
- Wage and Hour
- Employee Leaves and Accommodations

Overview

Melissa Camire is a partner in the firm's New York office and a member of the firm's Women's Initiative and Leadership Council (WILC), dedicated to the advancement of women in the legal profession and the workplace generally. She represents a wide range of employers, from start-ups to multi-national companies across a multitude of industries.

Melissa helps businesses navigate the complex and ever-changing federal, New York State and New York City employment laws by providing practical advice that focuses on achieving business objectives. Clients rely on Melissa's day-to-day guidance regarding all aspects of employment issues impacting their workplace, including hiring, discipline, workplace harassment, pay, scheduling, leaves and termination. Melissa also partners with clients on preventative measures, such as employment policies, workplace training, audits and investigations.

In counseling clients, Melissa aims to get ahead of litigation as much as possible to limit financial impact to the business. When disputes cannot be avoided or resolved on the front end, businesses can look to Melissa's vast experience in defending employers in workplace litigations. Melissa regularly litigates single plaintiff and class/collective action cases in both federal and state courts and before administrative agencies like the Equal Employment Opportunity Commission, the New York State Division of Human Rights and the New York City Commission on Human Rights.

In addition to her counseling and litigation practice, Melissa advises on labor and employment matters arising in connection with mergers, acquisitions, and other corporate transactions.

High profile news outlets including *The Wall Street Journal*, *The New York Times*, *Newsday*, *Washington Post*, *Bloomberg News*, *New York Law Journal* call on Melissa to speak on challenging New York employment laws and emerging workplace issues. She has written extensively on workplace law issues and is considered a coveted speaker at national and regional conferences.

Prior to joining Fisher Phillips, Melissa was an associate at an Am Law 100 labor and employment law firm in New York City and served as an associate in the litigation department at an international law firm focused on financial and corporate law.

Recent Experience

Experience

Employment Litigation

- On behalf of a technology staffing company, obtained a TRO restraining two employees from establishing a competitive business. The TRO protected the confidential and trade secret information of the Company.
- Represented one of the world's largest hotel companies in an action brought against several former employees and a major competitor for trade secret misappropriation and violation of the Computer Fraud and Abuse Act (CFAA), successfully obtaining preliminary and permanent injunctions and the appointment of federal monitors.
- Represented and obtained a favorable settlement on behalf of a secured transportation company for alleged violations of the Fair Labor Standards Act (FLSA) and New York Labor Law.
- Achieved dismissal of FLSA claims against staffing company and law firm in case involving alleged misclassification.
- Represented and obtained a favorable settlement on behalf of a large insurance company in an action involving claims sexual harassment, disability discrimination and racial discrimination.
- Represented international hotel development company and members of its board of directors in breach of contract claim by former CEO, and obtained dismissal of action as against individual board members.
- Represented and obtained a favorable settlement on behalf of a well-known coffee retailer in an action involving claims of disability discrimination and violations of the Family and Medical Leave Act (FMLA).
- Defended and obtained dismissal of Workers' Compensation retaliation claim against well-known coffee retailer.

- Represented and obtained favorable settlement for bank in case involving allegations of disability discrimination.
- Obtained a dismissal in a wrongful termination suit involving whistleblower claims on behalf of a financial services corporation.

Pre-Litigation

- Prepared numerous position statements in response to New York State Division of Human Rights (NYS DHR) complaints resulting in dismissal and case closures.

Employment Counseling

- Prepared and/or revised employee handbooks and/or policies for both small and multi-state employers.
- Prepared and/or revised employment agreements, separation agreements and restrictive covenant agreements.
- Advised clients on a variety of issues including terminations, medical leaves and compliance with various state and federal employment laws.
- Advised clients on enforceability of non-compete agreements.

Credentials

Education

- J.D., 2006, *magna cum laude*, St. John's University School of Law
- B.A., 2002, with distinction, University of Virginia

Bar Admissions

- New York

Court Admissions

- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Western District of New York

Recognitions

- Listed as a *New York Super Lawyers - Rising Star* (2015-2021)
- Selected for Crain's New York Business Notable Women in Law (2019)
- Recipient of the Legal Aid Society's Pro Bono Publico Award (October 2008)

Insights

INSIGHTS

10/02/23

Workplace Law Update: 10 Essential Items on Your October To-Do List

Cheryl L. Behymer, Steven M. Bernstein, Shannon N. Cahill, Melissa (Osipoff) Camire, Jeffrey M. Csercsevits, Benjamin M. Ebbink, Rick Grimaldi, Krista L. Hurst, Todd B. Logsdon, Todd A. Lyon, Richard R. Meneghello, Joshua D. Nadreau, Jennifer B. Sandberg, Shanon R. Stevenson, J. Hagood Tighe, Travis Vance, Spencer W. Waldron, Sheila M. Willis

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INSIGHTS

07/07/23

Top Workplace Law Stories You May Have Missed from June 2023

Alyssa Levy Andalman, Amanda M. Blair, Risa B. Boerner, Suzanne K. Bogdan, Michael E. Bonner, James S. Bradbury, Melissa (Osipoff) Camire, Jennifer B. Carroll, Myra K. Creighton, Jeffrey M. Csercsevits, Deepa K. Desai, Benjamin M. Ebbink, Michael P. Elkon, LaLonnie Villa Gray, Darcey M. Groden, Brian Guerinot, Andrew J. Hoag, Wendy Hughes, Matthew R. Korn, Anne Yarovoy Khan, Kenneth A. Knox, Emily N. Litzinger, Todd A. Lyon, Danielle Hultenius Moore, Andreas Mosby, Joshua D. Nadreau, Raymond W. Perez, George A. Reeves III, Justin Reiter, Jenna B. Rubin, Nan Sato, Brent Sedge, Julia A. Sherwood, Kristin L. Smith, Shane Stover, Henry Thomson-Smith, Megan E. Walker, David J. Walton, Sheila M. Willis, Erica G. Wilson, Franklin Z. Wolf, Annie Ziesing

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INSIGHTS

06/21/23

New York Lawmakers Say “No” to Non-Competes: 3 Things You Need to Know About Non-Compete Ban Heading to Governor’s Desk

Risa B. Boerner, Melissa (Osipoff) Camire

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INSIGHTS

09/14/23

New York Proposes Pay Transparency Regulations: 10 Takeaways for Employers

Melissa (Osipoff) Camire

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INSIGHTS

06/26/23

Contracts, Discrimination, and Pay, Oh My! A Slew of Employment Protection Bills Head to New York Governor’s Desk

Amanda M. Blair, Melissa (Osipoff) Camire

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06/20/23

NYC Delivering on Minimum Wage Promise For App-Based Delivery Workers

Melissa (Osipoff) Camire, Justin Reiter, Henry Thomson-Smith

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NEWS

06/14/23

New York Partner Discusses Complexities of The Ending Forced Arbitration of Sexual Harassment and Sexual Assault Act

Melissa (Osipoff) Camire

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06/02/23

Top Workplace Law Stories You May Have Missed from May 2023

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05/18/23

Movin' On Up: New York Minimum Wage Set to Rise

Melissa (Osipoff) Camire

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INSIGHTS

05/15/23

Sizing Up Size Discrimination: New York City Could Soon Prohibit Height and Weight Discrimination in the Workplace

Amanda M. Blair, Melissa (Osipoff) Camire

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