

Melissa (Osipoff) Camire

Partner

New York

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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 (NYSDHR) 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

03/08/24

Clock is Ticking for NYC Employers: You Must Distribute Workers' Bill of Rights By July 1

Melissa (Osipoff) Camire, Henry Thomson-Smith

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INSIGHTS

03/01/24

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

Sheila M. Abron, Steven M. Bernstein, Amanda M. Blair, Raeann Burgo, Kathleen McLeod Caminiti, Melissa (Osipoff) Camire, Patrick J. Collopy, Tami Essis Culkar, Alex G. Desrosiers, Benjamin M. Ebbink, Shelby L. Garland, Darcey M. Groden, Usama Kahf, Aymara Ledezma, Joshua D. Nadreau, Jacklin Rad, Jennifer B. Sandberg, Nan Sato, David Shannon, Henry Thomson-Smith, J. Hagood Tighe, Connie Yang

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EVENT

Thursday, February 29, 2024 & Tuesday, March 5, 2024

2024 Pay Equity Virtual Summit: What Businesses Need to Know About Compliance and Reporting to Avoid Litigation

Kathleen McLeod Caminiti, Cheryl Pinarchick, James C. Fessenden, Jennifer B. Sandberg, Jacklin Rad, Sheila M. Abron, Megan C. Winter, Monica Snyder Perl, Melissa (Osipoff) Camire, Benjamin M. Ebbink, Jessica D. Causgrove, Catharine Morisset

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PUBLICATION

02/22/24

New York Partner Pens Article Detailing City's Amended Earned Safe and Sick Time Act

Melissa (Osipoff) Camire

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EVENT

02/15/24

Reflecting on 2023 and Preparing for the Year Ahead: Key Updates in New York Employment Laws

Melissa (Osipoff) Camire, Amanda M. Blair, Henry Thomson-Smith

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INSIGHTS

02/02/24

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

Steven M. Bernstein, Amanda M. Blair, Risa B. Boerner, Kathleen McLeod Caminiti, Melissa (Osipoff) Camire, Matthew Carpenter, Patrick J. Collopy, Tami Essis Culkar, J. Micah Dickie, Benjamin M. Ebbink, Anthony Isola, Sean Kingston, Casandra Ozcimder, Abby Harrington Putzulu, Melody L. Rayl, Julia A. Sherwood, Andrew J. Sommer, Sharon Suh, Henry Thomson-Smith, J. Hagood Tighe, David Witkin, Annie Ziesing

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INSIGHTS

01/10/24

New Year, New Workplace Laws: New York's End-of-Year Wrap-Up

Amanda M. Blair, Melissa (Osipoff) Camire, Henry Thomson-Smith

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INSIGHTS

01/02/24

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

Raeann Burgo, Melissa (Osipoff) Camire, Benjamin M. Ebbink, Lonnie D. Giamela, Jang Hyuk Im, Anthony Isola, Corina Johnson, Joshua Klein, Sean Kingston, Alexandra LaCombe, David Lerner, Courtney Leyes, Emily N. Litzinger, Richard R. Meneghello, Alexandra H. Mills, Kate Mize, Samantha J. Monsees, Joshua D. Nadreau, Monica Snyder Perl, Lisa Nagele-Piazza, John M. Polson, Ashton M. Riley, Katie Reynolds, Jennifer B. Sandberg, Andrew J. Sommer, Spencer W. Waldron, Sarah Wieselthier

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INSIGHTS

12/21/23

NYC Employers Face Increased Liability For Sick Leave Law Violations: Time to Get Prepared

Melissa (Osipoff) Camire

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INSIGHTS

12/12/23

NYC Employers Required to Distribute Bill of Rights to All Employees by Summer 2024

Henry Thomson-Smith, Melissa (Osipoff) Camire

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