



→ Melissa Hughes

Associate

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Melissa Hughes is a senior associate in the Labor and Employment Practice Group in the firm's San Francisco office.

Areas of Practice

Melissa defends and counsels employers in a range of employment disputes including harassment, discrimination, retaliation, failure to accommodate disabilities and wrongful termination claims. She defends employers against individual wage and hour claims, PAGA representative actions and class actions. Melissa also has traditional labor experience, including arbitration, unfair labor practice proceedings, and litigation related to the National Labor Relations Act (NLRA).

As a litigator, Melissa has experience representing businesses of all sizes, from pre-litigation through post-trial motion practice before state and federal courts, as well as representing employers in connection with administrative proceedings.

With respect to counseling employers, Melissa acts as a trusted advisor to help manage a broad range of employer issues, such as disability accommodation, employee leaves of absence, and performance management. Melissa also has experience conducting workplace investigations and advising employers in connection thereof. Melissa further helps employers navigate the difficult landscape of California wage and hour laws and provides proactive preventative measures to minimize the risks of exposure to litigation.

Melissa is a member of the Sheppard Mullin French Desk, which advises French clients in French and English with respect to U.S. law. Melissa is a trusted advisor to several French groups and companies operating in or seeking to expand to the U.S. with respect to employment and personnel matters.

Articles

Corporate & Securities Law Blog Posts

- "United States Supreme Court Endorses Low Burden of Proof for Whistleblowers," February 20, 2024

Labor and Employment Law Blog Posts

- "California Enacts Law Requiring Certain Employers to Offer Open Positions to Laid Off Employees in the Travel and Hospitality Industries," April 27, 2021

Speaking Engagements

- "2025 Labor Law Update," Golden Gate Chapter of the Association of Legal Administrators (ALA), February 20, 2025

Events

Meet the Expert: California Employment Law
San Francisco, CA, 02.01.2024

Podcasts & Webinars

French Insider Episode 42: AI at Work: Steering Employers Through Legal Minefields with Melissa Hughes of Sheppard Mullin
12.17.2025

French Insider Episode 39: Crossing the Atlantic: Resources and Tips for Entrepreneurial Success with Anne-Emmanuelle de Boysson and Polina Bogdanovitch
05.01.2025

Practices

Discrimination, Harassment, and Retaliation

Employee Hiring/Discipline/Termination

France

Handbooks and Personnel Policies

Harassment Investigation and Training

Labor and Employment

Labor and Employment Counseling

Labor and Employment Litigation

Wage and Hour Class Actions

Wage and Hour Regulations

Workplace Violence

Education

LL.M., University of California, Los Angeles, 2016

Master, University of Paris I-Pantheon Sorbonne, 2015

Licence (J.D. Equivalent), University of Paris I-Pantheon Sorbonne, 2013

Admissions

California

Languages

French