



Melissa L. Shingles

Shareholder

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Practice Areas

Discrimination and Harassment
Occupational Safety and Health
Labor Management Relations
Investigations
Whistleblowing, Compliance and Investigations

Overview

Melissa L. Shingles represents and counsels management in traditional labor law matters as well as in all aspects and stages of employment litigation, arbitration, and mediation, including claims involving:

- The National Labor Relations Act
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Arizona Civil Rights Act
- The Family and Medical Leave Act
- Discrimination and harassment
- Retaliation/whistleblowing
- Wrongful discharge
- Wage and hour class and collective actions
- Unfair competition, trade secrets, and restrictive covenants

During law school, Melissa was president of the Sports and Entertainment Law Society. She interned in the labor relations department of the Office of the Commissioner of Major League Baseball, as well as for the general counsel's office of the Arizona Diamondbacks.

Previously, she served as a real estate development consultant, working on large-scale mixed-use development projects.

Professional and Community Affiliations

- Member, Executive Board, Richie Ashburn-Harry Kalas Foundation, 2005-present
- Member, American Bar Association
- Vice-Chair, Space Law Committee, Science and Technology Law Section, American Bar Association
- Member, Employment and Labor Section, Arizona State Bar
- Member, Sports Lawyers Association
- Board Member, Arizona Human Resources Executive Forum (AZHREF), 2022-present
- Member, Law and Legislative Action Committee, SHRM of Greater Phoenix (SHRMGP), 2019-2022

Events & Speaking Engagements

Navigating EEOC Changes: What Employers Need to Know Under the New Administration

March 12, 2025

Arizona Employment Law Update

SHRM Arizona Legislative Conference

February 28, 2025

2023 Arizona Regional Employer Conference

Phoenix, AZ

November 1, 2023

Artificial Intelligence in the Workplace: Challenges and Opportunities

Global to Local: Workforce Trends That Will Shape Arizona, Global Ties AZ

September 19, 2023

2021 Arizona Virtual Regional Employer Conference

Phoenix, AZ

October 12, 2021

Keys to Successful and Lawful Diversity Programs

Phoenix, AZ

May 26, 2021

2021 Workplace Safety and Employment Update

Arizona HR Executive Forum (AZHREF)

February 17, 2021

Arizona Virtual Employer

October 20, 2020

2019 NLRB Update

Arizona SHRM State Conference, Glendale, AZ

August 2019

What Can We Expect From The New NLRB: Is The “Snap-Back” From Expansive Obama Era Policies Here?

2017 Littler Arizona Employer Conference

October 17, 2017

Investigation How-To: Conducting an Employee Relations/Discrimination or Workplace Investigation

2016 Arizona Employer Conference, Phoenix, AZ

October 25, 2016

Books & Book Chapters

Judicial Review of Enforcement Proceedings Chapter Co-Author, *Occupational Safety and Health Law*, Fifth Edition, American Bar Association, 2024

Recognition

- Named, Ones to Watch *The Best Lawyers in America*®, 2021-2025
- Named, 50 Emerging Leaders in Arizona Law *AZ Big Media*, 2025
- Named, Rising Star *Super Lawyers*, 2022-2024

Education

J.D., University of Arizona, 2014

M.A., University of Pennsylvania, 2000

B.A., University of Pennsylvania, 1997, *magna cum laude*

Bar Admissions

Arizona

Courts

U.S. District Court, District of Arizona

U.S. District Court, District of New Mexico

Publications & Press

Littler Kicks Off New Year With the Elevation of 28 Attorneys to Shareholder

Press Release

January 3, 2025

How Employers Are Harnessing AI's Value while Reining in the Risks

External Publication

December 2, 2024

Phoenix City Council Requires Heat Safety Plans from City Contractors

Littler ASAP

April 15, 2024

NLRB Adopts Tough New Standard for Workplace Rules

Littler ASAP

August 8, 2023

AI in the Workplace: Promises and Pitfalls

External Publication

July 31, 2023

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

Press Release

August 19, 2021

DOL Creates New Whistleblower Protocols

In the News

March 19, 2021

The Department of Labor Establishes New Whistleblower Protocols

Littler ASAP

February 26, 2021

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

Press Release

August 20, 2020

NLRB Update: Board Issues New Strategic Plan, Extends Joint-Employer Rule Comment Deadline and Announces NLRB Solicitor Appointment

Littler ASAP

December 18, 2018

Power Play—Women's Hockey Team Nets New Agreement

External Publication

June 1, 2017