



## **Melissa E. Washington**

Partner

601 Massachusetts Avenue NW  
Suite 200W  
Washington, DC 20001

T: (202) 847-4400

F: (202) 847-4410

[mpierrelouis@outtengolden.com](mailto:mpierrelouis@outtengolden.com)

**MELISSA E. WASHINGTON** is a partner at Outten & Golden LLP in Washington D.C., where she represents employees in litigation and negotiation in all areas of employment law, including individual discrimination and retaliation claims, sexual harassment, whistleblower actions, contractual claims, and wage and hour actions. Ms. Pierre-Louis Washington also handles a variety of professional and executive compensation and benefits matters, including the negotiation of employment contracts, severance agreements, and restrictive covenants. She is Co-Chair of O&G's [Family Responsibilities and Disability Discrimination Practice Group](#), and is also a member of O&G's [Discrimination and Retaliation Practice Group](#). Ms. Washington has been recognized by Super Lawyers as a Rising Star in 2017 - 2021.

Ms. Washington is a seasoned litigator with substantial experience representing plaintiffs in both individual and class action cases in state and federal courts, as well as before FINRA and administrative agencies. She also works with clients to avoid litigation where appropriate, and to craft unique solutions to clients' problems through a combination of negotiation, mediation and alternative dispute resolution.

Ms. Washington is a member of the National Employment Lawyers Association, the American Bar Association, the Washington Bar Association, the New York State and City Bar Associations, and the New Jersey State Bar Association. She is the Co-Chair of the FMLA subcommittee of ABA Federal Labor Standards Legislation Committee. She is also the former Chair of the National Employment Lawyers Association's Lawyers of Color Committee.

### **Bar Admissions & Professional Activities**

- Ms. Washington is admitted to practice law only in the District of Columbia, New York, and New Jersey.

- Ms. Washington is admitted to the following federal courts: The United States District Courts for the Southern District of New York and the Eastern District of New York.
- Co-Chair, FMLA subcommittee of ABA Federal Labor Standards Legislation Committee
- Member, American Bar Association (ABA) Labor and Employment Law Section
- Member, New York State Bar Association
- Member, New York City Bar Association
- Member, New Jersey State Bar Association
- Former Chair, National Employment Lawyers Association's Lawyers of Color Committee

## **Speaking Engagements**

### **2019**

- Speaker: "Race and Discussion Series, Equity In The Workplace: Still a Civil Right," The Social Justice and Political Action Committee of the Washington Bar Association, Washington, DC

### **2017**

- Speaker: "Understanding the Complexities of On-Ramping and Off-Ramping in Financial Services," Council of Urban Professionals and the Robert Toigo Foundation Alumni Association, New York, NY

### **2016**

- Speaker: "Employee Performance and Termination: Key considerations under the FMLA and ADA," Live webcast

### **2015**

- Speaker: "Pregnancy In The Workplace: Employers' and Employees' Rights and Obligations," American Bar Association, Webinar
- Speaker: "Handling Requests for Leave and Religious and Disability Accommodations," New York City Bar Employment Law Institute, New York, NY

- Speaker: "The FMLA," American Bar Association, Section of Labor & Employment Law, Federal Labor Standards Legislation Committee Midwinter Meeting, Puerto Vallarta, Mexico,
- Speaker: "The FMLA 20 Years Later," American Bar Association, 9th Annual Labor & Employment Law Conference, Philadelphia, PA
- Speaker: "Workplace Investigations Essentials: What to Know When Conducting Effective Workplace Investigations," American Bar Association, Webinar

### **2014**

- Speaker: "Title VII Essentials," American Bar Association, Webinar
- Speaker: "Return to Work—If You Can! How to Use the ADA & Rehabilitation Act to Your Client's Advantage," NELA, 2014 Annual Convention: Blazing the Trail, Courage, Challenge, Change, Boston, MA

### **2013**

- Panelist: "Let's Be Reasonable: Questions, Concerns and Practical Considerations of Accommodating Employees with Mental Disabilities," The Association of Black Women Attorneys and the Metropolitan Black Bar Association, New York, NY

### **2012**

- Lecturer: "Litigating Disability Discrimination Claims under the American with Disabilities Act Amendments Act of 2008," Cordozo School of Law
- Speaker: "Mixed-Motive Defense in Employment Discrimination Cases," Strafford Publications, CLE Webinar

### **2010**

- Speaker: "Representing People with Conviction Histories in Employment Matters," The New York City Conference on Representing Employees

## **Awards & Recognition**

- Super Lawyers Rising Star: 2017-2018, 2020-21
- Lawdragon 500 Leading Plaintiff Employment Lawyers: 2020
- Martindale-Hubbell Client Champion 2020