

Melissa Menkel McGuire has over 20 years of experience representing small, medium and large public and private employers, non-profit organizations, associations and executives and professionals in all aspects of employment law. Prior to forming the Law Office of Melissa Menkel McGuire LLC, Ms. McGuire was a partner with a large, regional law firm for several years. She formed her own firm to provide more individualized service to her clients. She believes that each client deserves large firm skill and quality, but with the value and attention that a smaller firm offers.

Ms. McGuire practices before federal and state courts throughout Maryland and the District of Columbia, representing businesses in all aspects of employment law, such as defending wage and hour, wage payment and collection law, discrimination, breach of contract claims and employment tort claims such as wrongful discharge, negligent hiring and retention and defamation. She aggressively defends employers before federal, state and local administrative agencies on charges of discrimination, harassment, wage and hour law violations and unemployment compensation claims and appeals.

Ms. McGuire also regularly provides employers advice and counsel on all aspects of the employment relationship, including disciplinary matters, leave, benefits, policies and procedures, wage and hour compliance, protection of confidential, proprietary and trade secret information, employment contracts, severance, unemployment benefit issues, hire letters, discrimination and retaliation, independent contractor classification and employee medical issues. In addition, she provides advice and counsel to executives and professionals on employment contracts, compensation, restrictive covenants and severance agreements.

Ms. McGuire has published articles and regularly speaks on employment law topics. She has presented before the Maryland State Bar Association Annual Conference, the Bar Association of Baltimore City and the Chesapeake Society for Human Resources Managers. She has been recognized for several years in the Maryland SuperLawyers publication as well as a Maryland Legal Elite by SmartCEO Magazine. In addition, she has been recognized by the Best Lawyers in America and her firm has been recognized a Best Law Firm Employment Law- Management by U.S. News & World Report.

EDUCATION

1994 University of Maryland School of Law

- Juris doctorate (with honor)
- Maryland law review

1991 College of Notre Dame of Maryland

- Baccalaureate arts (cum laude)

 ADMITTED TO PRACTICE

State Maryland, District of Columbia, West Virginia

Federal United States District Court for the District of Maryland

Appellate United States Court of Appeals for the Fourth Circuit

United States Court of Appeals for the Third Circuit

United States Supreme Court

 PROFESSIONAL EXPERIENCE

2011-Present Law office of Melissa Menkel McGuire Baltimore, MD

Founder

- 2015 Baltimore Magazine - Top 50 Women Attorneys in Maryland
- 2014, 2015 Best Lawyers, Inc. - Best Law Firms, Employment Law-Management (2nd Tier – Metropolitan Area – Baltimore)
- 2013- 2015 Best Lawyers, Inc. – Best Lawyers, Employment Law – Individual, Management (Baltimore, Maryland)
- 2013, 2014 SuperLawyers – Labor and Employment - Management

1995-2011 Whiteford, Taylor & Preston Baltimore, MD

Partner – Labor & Employment Group

- 2009 Rising Star Award from SuperLawyers
- 2009 Legal Elite Award from SmartCEO Magazine

 PUBLICATIONS

- "Criminal and Credit Background Checks in the Employment Context." The Maryland Bar Journal November/December 2013 XLVI.6 (2013): 32-39. Print.
- "Changing Personnel Issues in an Economic Downturn." The Maryland Bar Journal July/August 2009 XLII.4 (2009): 4-11. Print.
- "Corporate damages under Title VII and other civil rights statutes that apply to employment," DRI – The Voice of the Defense Bar, August 2009. Print.
- "Kadlec Medical Center v. Western Professional Insurance Co." Maryland State Bar Association Section of Labor and Employment Law XIII (Summer 2008): 18-19. Print.
- "How Old Are You? And Other Interview Questions to Avoid." Baltimore SmartCEO (2007): 41. Print.
- "Supreme Court Recognizes Same-Sex Harassment." The Advocate 14 (Winter 1998): 1. Print.

MEMBERSHIPS AND BUSINESS ASSOCIATIONS

Chair-Elect, Labor Council, Maryland State Bar Association
Member, Labor and Employment Section, American Bar Association
Member, Board of Directors, Better Business Bureau of Greater Maryland
Member, Personnel Committee, Better Business Bureau of Greater Maryland
Associate Trustee, Notre Dame of Maryland University
Program Co-Chair, Love/Avon Rally for Breast Cancer Research