People

Mel M.C. Cole

Partner, Labor and Employment

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vCard

Mel M.C. Cole is a labor and employment lawyer, representing both large corporations and small businesses across a wide range of employment matters. With significant experience in class action and PAGA (Private Attorneys General Act) litigation, Mel has successfully led numerous cases to favorable resolutions, achieving dismissals through strategic legal briefing and negotiating settlements to save clients time and expense.

Mel regularly defends clients in lawsuits and agency claims, including those involving independent contractor misclassification, wage and hour claims, discrimination, retaliation, and wrongful termination. In addition to litigation, Mel provides valued counsel on worker classification, termination and discipline decisions, workplace accommodation compliance, litigation avoidance, and comprehensive employee management policies.

Combining strategic litigation skills with practical business understanding, Mel focuses on efficient, business-oriented solutions that protect clients' interests while minimizing disruption to operations. Her goal-oriented approach helps clients manage risk and achieve practical solutions efficiently, whether navigating complex employment laws or providing day-to-day compliance advice.

Related Professional Experience

- Judicial Intern to the Honorable Steven A. Brick, Alameda County Superior Court, 2012
- U.S. Department of Labor, Regional Office of the Solicitor, Legal Intern, 2011

Areas of Experience

Labor and Employment
Employment Administrative Claims Defense
Employment Litigation
Employment Training and Compliance
Wage and Hour

Education

J.D., University of California, Berkeley, School of Law, 2013
B.A., University of California, Santa Cruz, Phi Beta Kappa

Admissions

Bars

California

Languages

Spanish

Related Content

Mel Cole Joins Akerman as Partner in Labor and Employment Practice Group
July 22, 2025