



MELISSA A. DIALS

Partner

Cleveland

440.740.2108

440.838.8805

Service Focus

- Corporate Compliance and Governance
- Employee Benefits and Tax
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Government Contracting, Compliance, and Reporting
- Mergers and Acquisitions
- Privacy and Cyber
- Wage and Hour
- Workplace Investigations

Industry Focus

- Automotive Dealership
- Cannabis
- Education
- Energy
- Healthcare
- Hospitality
- K-12 Institutions
- Manufacturing
- Non-Profit and Tax-Exempt Organizations

OVERVIEW

Melissa approaches each day by asking two simple questions: who have I helped and what have I learned? She strives to serve each client by first listening to their

needs and learning their business and culture. This thoughtful approach enables Melissa to provide legal counsel that not only mitigates legal risk but also reflects her clients' values.

Melissa's practice is multifaceted. She counsels employers on a wide variety of day-to-day employment and labor issues, including wage and hour law, employee leave issues, reasonable accommodations, workplace harassment, and reductions-in-force. She assists employers in developing proactive employee relations programs, including developing employee handbooks and conducting supervisory training. Melissa also defends employers responding to charges before administrative agencies like the Equal Employment Opportunity Commission and the Ohio Civil Rights Commission.

In addition, Melissa regularly represents clients in connection with mergers and acquisitions, representing both buyers and sellers, and provides advice on the many employment concerns related to these transactions. She also assists employers with a broad variety of executive compensation matters, including the drafting and negotiation of employment agreements, separation agreements, non-competition and confidentiality agreements, and commission and incentive compensation plans.

Melissa's passion for service is reflected in her non-profit practice. Melissa routinely advises health care organizations, educational institutions, museums, advocacy groups, and other non-profit organizations with respect to the employment and board governance issues they navigate daily.

Prior to joining Fisher Phillips, Melissa was Corporate Counsel and Compliance & Ethics Officer for a global, publicly-traded company. In this role, Melissa developed significant experience advising management on complex international employment and compliance matters. Accordingly, Melissa's unique perspective helps businesses "connect the dots" between their Human Resources and Compliance functions. Whether it is helping corporations develop effective anti-bribery and anti-corruption policies and due diligence procedures that also comply with seemingly conflicting employment laws, or designing corporate codes of conduct, Melissa's past experience provides firsthand understanding of the challenges facing today's employer.

Passionate about helping children reach their full potential, Melissa volunteers in the Cleveland public schools and has served as a director for non-profits serving vulnerable children.

Credentials

Education

- Cleveland State University, Cleveland-Marshall College of Law, J.D., cum laude, 2007
- Cumberland University, B.A., 1999
- Duke University, Certificate, Nonprofit Management

Bar Admissions

- Ohio
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Affiliations

Professional Activities

- Chair, Cleveland Metropolitan Bar Association's Employment and Labor Section
- Cleveland Bar Association
- Ohio State Bar Association
- Greater Cleveland Network
- Ohio Business Development Leadership Network
- Society of Compliance and Ethics Professionals
- International Association of Privacy Professionals

Community Activities

- Volunteer, 3Rs, Cleveland Metropolitan Bar Association
- Former Board Member, Transracial Journeys, a non-profit supporting adoptive families and promoting cross-racial understanding and dialogue in the community.
- Former Board Member, Jaguza Children's Ministry, a non-profit providing care and education to orphaned and vulnerable children in Uganda.

INSIGHTS

Insights

Dec 12, 2025

Ohio Governor Vetoes Bill That Would Permit Later School Night Work for Teens: A Review of Current Child Labor Laws

Insights

Nov 20, 2025

Manufacturer Stuck with \$22M Backpay Verdict After SCOTUS Declines to Weigh In: 6 Lessons for Employers

Insights

Aug 8, 2025

How Will Non-Profits Be Impacted by the Big Beautiful Bill? Your Guide to Key Changes Affecting Charitable Giving, Excise Taxes, and More

Insights

Jul 9, 2025

FP Non-Profit Snapshot: 4 Things Non-Profits Need to Know About SCOTUS's Religious Tax Exemption Ruling

Insights

May 6, 2025

Cleveland Employers Must Prepare for City's New Pay Equity and Transparency Rules: Your Top Questions Answered + 5 Steps to Take Next

Insights

Feb 27, 2025

Education Department Kicks Off New Era of Title VI Discrimination Enforcement: What Your School Must Know + 5 Steps to Take Now