



## **Melissa A. Dials**

***Partner***

Cleveland

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### ***Service Focus***

- Affirmative Action and Federal Contract Compliance
- Corporate Compliance and Governance
- Privacy and Cyber
- Employee Benefits and Tax
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Mergers and Acquisitions
- Wage and Hour

### ***Industry Focus***

- Automotive Dealership
- Cannabis
- Education
- Energy
- Healthcare
- Hospitality
- K-12 Institutions
- Manufacturing

### ***Trending***

- COVID-19/Vaccine Resource Center

### ***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 nonprofit 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 first-hand 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**

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

### **Bar Admissions**

- Ohio

## ***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***

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EVENT

02/14/24

### **Wage and Hour Wednesdays: Multistate Considerations for Commission, Bonus, and Incentive Plans**

Jason Brown, Melissa A. Dials

[Read more →](#)

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INSIGHTS

12/01/23

### **Workplace Law Update: 10 Essential Items on Your December To-Do List**

Emily Alvarez, Cheryl L. Behymer, Amanda M. Blair, Jessica D. Causgrove, Deepa K. Desai, Melissa A. Dials, Brian J.

Gershengorn, Jennifer S. Kiesewetter, Courtney Leyes, Richard R. Meneghello, Katherine J. Mills, Joshua D. Nadreau, Raymond W. Perez, Robert M. Robenalt, Shane Stover, Melanie L. Webber, Sarah Wieselthier

[Read more →](#)

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NEWS

11/21/23

### **Fisher Phillips Attorneys Discusses The Importance Of Reviewing Corporate Gift and Acceptance Policies As Holidays Approach**

Melissa A. Dials, Raymond W. Perez

[Read more →](#)

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INSIGHTS

11/17/23

## **Beware Vendors Bearing Gifts: The 5 Things That Should Be in Your Gifts and Entertainment Policy**

Melissa A. Dials, Raymond W. Perez

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EVENT

10/04/23

## **Cleveland Breakfast Briefing: WARNing...Avoiding Pitfalls and Compliance Tips for Workforce Reductions**

Richard A. Millisor, Jeffrey D. Smith, Amy L. Kullik, Melissa A. Dials

[Read more →](#)

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EVENT

05/17/23

## **WARNing...Avoiding Pitfalls and Compliance Tips for Workforce Reductions**

Richard A. Millisor, Melissa A. Dials, Amy L. Kullik, Jeffrey D. Smith, Nicholas G. Anhold, Gary D. Baker, Jr.

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INSIGHTS

11/28/22

## **FP Weekly Checklist: Spotting Antitrust Risks in the Workplace**

Melissa A. Dials

[Read more →](#)

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PUBLICATION

01/15/22

## **Cleveland Partners Co-Publish Article on Employee Benefits Due Diligence in Crain's Cleveland**

Jeffrey D. Smith, Melissa A. Dials

[Read more →](#)

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INSIGHTS

05/03/21

## **From Crisis Comes Opportunity: A Silver Linings Playbook For Businesses Emerging From the Pandemic**

Benjamin M. Ebbink, Steven M. Bernstein, Melissa A. Dials, Raymond W. Perez, James J. McDonald Jr., Brett P. Owens, Myra K. Creighton, Megan C. Winter, Andria Lure Ryan, Richard R. Meneghello, Courtney Leyes, Laurel K. Cornell, A. Kevin Troutman, Davis C. Bae, William D. Wright, Todd A. Lyon, Steven M. Nobil, Evan Shenkman, John M. Polson, Danielle Hultenius Moore, J. Hagood Tighe, Kathleen McLeod Caminiti, Patrick W. Dennison, Nicholas S. Hulse

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EVENT

03/11/21

## **Sticking Points: Legal + Practical Implications of Mandating, Encouraging or Incentivizing COVID-19 Vaccinations in Your Workplace**

Richard A. Millisor, Melissa A. Dials

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