

# FRANCZEK

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## **MELISSA SOBOTA**

### Partner

[mds@franczek.com](mailto:mds@franczek.com)

Phone: 312-786-6159

Melissa concentrates her practice in both public and private sector labor and employment law. Her labor experience includes collective bargaining for schools and higher education institutions, municipalities, county, and private sector for-profit and non-profit employers. She has experience handling union certification petitions, severance petitions, as well as litigating unfair labor practice charges and grievances before the National Labor Relations Board, Illinois Labor Relations Board and Illinois Educational Labor Relations Board. She has also advised employers on medical and insurance benefit plan issues in relation to contract negotiations and employee disputes.

Her employment practice includes the defense of employers against discrimination cases filed state court, the Illinois Department of Human Rights and the Equal Employment Opportunities Commission. She has also defended employers before the City of Chicago Commission on Human Relations, the Illinois Department of Labor, the Illinois Human Rights Commission, and the Illinois Labor Relations Board.

Her higher education practice includes negotiating collective bargaining agreements, as well as handling grievance arbitrations, unfair labor practice charges, and representation petitions before the Illinois Educational Labor Relations Board and National Labor Relations Board on behalf of colleges and universities.

Her private sector labor and employment practice includes Union representation petitions and elections, unit clarification petitions, and unfair labor practice charges before the National Labor Relations Board. She also advises employers on any employee and union relations that arise through the normal course of operations. In addition to collective bargaining, she also handles grievances and arbitrations.

Prior to private practice, Melissa worked with the corporation counsel of the City of Chicago in the Labor Division and defended the City in grievance arbitrations regarding contract disputes, discipline, and medical and benefits plans.

Melissa is a member of the Chicago LERA Board, a member of the American Bar Association (Labor and Employment Section), the Illinois State Bar Association (Labor and Employment Section), and the Illinois

Public Employer Labor Relations Association.

## Education

- J.D., Chicago-Kent College of Law, 2007 (Certificate in Public Interest Law)
- B.A., The University of Oklahoma, 2004 (sociology / criminology)

## Bar & Court Admissions

- Illinois
- U.S. District Courts for the Northern and Central Districts of Illinois
- U.S. District Court for the Northern District of Indiana
- U.S. Court of Appeals for the District of Columbia Circuit