

Robert T. Zielinski

SERVICE AREAS

Business

- Employment + Labor
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations

Litigation + Trial

- Employment + Labor
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations

Governments + Nonprofits

- Employment + Labor
 - Employment Litigation + Dispute Resolution
 - Employment Practices Counseling: Preventive Employment Relations

EDUCATION

- New York University School of Law, J.D.
- Harvard University, B.A.

BAR ADMISSIONS

- Illinois

COURT ADMISSIONS

U.S. Courts of Appeals

- Second Circuit
- Fifth Circuit
- Sixth Circuit
- Seventh Circuit
- Ninth Circuit

U.S. District Courts



Principal

Chicago

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Robert T. Zielinski provides creative and effective representation and advice in resolving the multitude of issues that arise in today's complex employment relationships. This includes, but is not limited to, union organizing, negotiations and arbitrations; litigation of individual or class employment claims over discrimination, wages, benefits and so forth; and proactive advice on managing situations to avoid post-decision disputes.

"In order to reach an optimal result, we always try to set each client's particular issue in the larger context of the business issues driving the discussion and the larger legal context."

Robert T. Zielinski

EXPERIENCE

Robert and his team helped a client negotiate a complex thicket of labor law, contract and publicity issues involving its acquisition of portions of a unionized facility in a smaller city. The strategy they implemented enabled the client to successfully complete the acquisition and begin operating its business. By contrast, most of the other parties to the transaction wound up in protracted and expensive litigation, in which the union's position ultimately prevailed.

"Perhaps the best complement I ever received from a client was near the end of this project, when my client said quite sincerely, 'All lawyers say they put their client's interests ahead of their own; you are about the only one I deal with who really does.'"

REPRESENTATIVE MATTERS

- Building Maintenance + Facility Services Provider Labor + Employment Litigation

Robert T. Zielinski

- Northern District of Illinois (including trial bar)
- Central District of Illinois
- Southern District of Illinois
- Northern District of California

Supreme Court of Illinois

Obtained summary judgment on plaintiff's claim of race discrimination in termination, despite plaintiff's testimony that his supervisor had allegedly suggested he was lucky to have been hired at all given "the small number of blacks working for the company."

- Hospital Labor + Employment Litigation
Obtained summary judgment on disability and retaliation case, as well as a favorable award in earlier arbitration with plaintiff's union.
- Hospital Labor + Employment Litigation
Secured summary judgment for defendant hospital in a complex case under the Pregnancy Discrimination Act Amendments to Title VII, FMLA and common law.
- Manufacturing Company Labor + Employment Litigation
Represented a global manufacturer, distributor, and marketer of food and beverages. Obtained one of only two appellate level decisions in New York history overturning an adverse order of the State Human Rights Division on the grounds of administrative delay.
- National Bank Labor + Employment Litigation
Obtained summary judgment in a race discrimination and retaliation claim on behalf of one of the largest banks in the Midwest.
- Security Company Labor + Employment Arbitration
Obtained an arbitration award upholding client's refusal to hire three long-service employees when it took over a subcontract for security services.

REPORTED + PUBLISHED DECISIONS

Manning v University of Chicago Hosp., 401 F. Supp. 2nd 858 (N.D. IL 2005)

Bush v ABM Lakeside, Inc. (N.D. IL 2007)

In Re SEIU local 1 (unreported (2007))

Waugaman v The University of Chicago Hospitals, 00 C 2851 (N.D. IL 4/2002)

Bethea v LaSalle National Bank, 01 C 7441 (N.D. IL 10/03)

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Pepsico, Inc. v Rosa, 213 A.D.2d 550, 624 N.Y.S.2d 622
(N.Y.App.Div. 1995), app. denied

PROFESSIONAL ACTIVITIES

- American Bar Association, Labor Section, Individual Employee Rights Subcommittee
- Leading Lawyers of Illinois

HONORS + AWARDS

- Best Lawyers in America, Labor and Employment Law 2010-2011; Labor Law-Management and Litigation-Labor and Employment 2012
- Illinois Super Lawyers, Employment and Labor 2010-present

TEACHING EXPERIENCE

- Instructor, Employment Law, Loyola University of Chicago

PUBLICATIONS

Executive Producer and Co-Screen Writer, "Management Under a Microscope, A Video Handbook for Managers"

Co-author and Producer, "How to Avoid Employment Lawsuits: A Video Handbook for Managers and Attorneys"

SPEECHES

Annual speaker: Illinois Institute of Continuing Legal Education (IICLE), Labor and Employment Law Symposium, 1999-present

"Use of Experts in Employment Litigation," 2007

"Alphabet Soup-FMLA, ADA and FLSA for Beginners," 2007

"FMLA and ADA Developments," 2006

"Taking Effective Depositions of Plaintiffs in Employment Cases," 2006

"Americans with Disabilities Act: How to Comply," ADP Seminar

"Family Medical Leave Act: What Every Employer Should Know," ADP Seminar

Robert T. Zielinski

"What you don't know can hurt you," Association of Ambulatory Surgery Centers of America

SEMINARS + EVENTS

- Annual Labor and Employment Law Seminar

ALERTS

- Supreme Court Dismantles Nationwide Class Action Against Wal-Mart
- Seventh Circuit Rules That Software Account Manager Is An Exempt Employee Not Entitled To Overtime