

# Elizabeth Maczko

## Counsel

**Direct:** 312.471.8679 **Email:** emaczko@rshc-law.com

Elizabeth Maczko represents employers in complex employment, traditional labor, and general litigation matters in federal and state courts, before administrative agencies, and in arbitration. She has successfully litigated numerous cases concerning a wide range of claims involving discrimination, harassment, retaliation, discipline, termination, whistleblowing, leaves and accommodations, wage and hour, sales commissions, personnel records, contract disputes, fraud and negligent misrepresentation, unfair labor practices, and collective bargaining.



Elizabeth maintains a robust arbitration and administrative practice. She has served as first-chair in numerous arbitrations before the American Arbitration Association; labor grievance arbitrations arising under collective bargaining agreements; and hearings before the National Labor Relations Board. She also frequently defends employers in agency investigations and proceedings before the Equal Employment Opportunity Commission, Illinois Department of Human Rights, Illinois Human Rights Commission, Illinois Department of Labor, Cook County Commission on Human Rights, and City of Chicago Commission on Human Relations.

In addition to her litigation practice, Elizabeth partners closely with employers to reduce risk through proactive counseling. She provides day-to-day advice on employee relations, compliance, internal investigations, handbooks, employment agreements, and workplace policies, and delivers management training on labor relations and best practices.

## EXPERIENCE

### Clerkships

Judicial Extern, Hon. Samuel Der-Yeghiayan, U.S. District Court for the Northern District of Illinois (2015)

Judicial Extern, Hon. Jean M. Cocozza, Circuit Court of Cook County of Illinois (2014)

Judicial Extern, Hon. Alexander P. White, Circuit Court of Cook County of Illinois (2014)

### Representative Engagements

- Represented businesses in over twenty-five representation petitions before the National Labor Relations Board throughout the campaign process, including stipulated election agreements, disputed unit hearings, and post-election challenge hearings.
- Represented companies in over sixty-five unfair labor practice charges before the National Labor Relations Board, including investigation and responding to charges.
- Represented retail food and beverage service company against complaints in administrative hearings before administrative law judges of the National Labor Relations Board involving workplace violations; defeated all claims regarding employee who sought to transfer between different stores.
- Represented energy company as first chair in disciplinary grievance arbitration hearing involving Illinois Concealed Carry Act; discharge of employee for storing firearm in company vehicle was upheld.

- Represented paper manufacturing company as first-chair in three grievance arbitration hearings regarding breach of collective bargaining agreement; in all, no breach was found.
- Represented paper manufacturing company in unfair labor practice investigation regarding competing unions; obtained dismissal of all charges.
- Represented cannabis operator in unfair labor practice charge proceeding; defeated all claims.
- Represented testing, inspection, and certification services provider against multiple unfair labor practices charges pertaining to union organizer; obtained full dismissals for all charges.
- Represented retail food and beverage service company in injunction proceedings under §10(j) of the National Labor Relations Act in the Northern District of Illinois; obtained discovery and grant of motion to depose Regional Director, resulting in voluntary withdrawal of petition.
- Represented employers in over thirty administrative proceedings before the Equal Employment Opportunity Commission, Illinois Department of Human Rights, Illinois Human Rights Commission, Illinois Department of Labor, Cook County Commission on Human Rights, and City of Chicago Commission on Human Relations.
- Represented businesses and individuals in over forty employment-related litigation complaints filed in state and federal courts following the administrative phase, obtaining successful resolutions through settlements or dismissals.
- Represented various companies in five separate motions to compel arbitration, obtaining orders compelling arbitration in every dispute in which such relief was sought.
- Obtained dismissal on summary judgment for staffing company in arbitration before the American Arbitration Association involving claims of race discrimination and false misrepresentation.
- Represented City of Chicago and individual defendants in over sixty-five high-profile civil rights cases in state and federal court.
- Conducted internal investigations into workplace violations by City of Chicago employees.
- Represented City of Chicago in five disciplinary and discharge administrative hearings before an administrative law judge of the City of Chicago Human Resources Board; in all, discipline or discharge was upheld.
- Obtained resignation of police officer before the Chicago Police Board in an administrative charge involving claims of domestic violence.
- Represented City of Chicago Department in oral argument on administrative appeal before the Circuit Court of Cook County.
- Represented legal services provider in collective bargaining negotiations that led to execution of full multi-year collective bargaining agreement.
- Represented testing, inspection, and certification services provider in first collective bargaining negotiations in North America.

## **CREDENTIALS**

### **Education**

Loyola University Chicago School of Law, J.D., 2016

Certificate in Trial Advocacy

CALI Award for Pretrial Litigation

Public Interest Law Reporter, Executive Editor & Staff Writer

Criminal Mock Trial Team, National Criminal Trial Advocacy Competition Semi-Finalist

Willem C. Vis East International Commercial Arbitration Moot Team, Honorable Mention

for Best Claimant Memorandum, Best Respondent Memorandum, and Best Oral Advocate



Loyola University, B.A. Theatre and Marketing, 2013

## Bar Admissions

Illinois

U.S. District Court for the Northern District of Illinois

## Professional Memberships

American Bar Association

Chicago Bar Association

Filament Theatre, Secretary

Lawyers for the Creative Arts Associate Board

National Association of Women's Lawyers

Steppenwolf Associates

## Honors & Awards

Best Lawyers: Ones to Watch (Labor and Employment 2024-2026), *Best Lawyers*®

Illinois Rising Star in Employment & Labor, *Thomson Reuters Illinois Super Lawyers* (2025-2026)

## PUBLICATIONS & PRESENTATIONS

"Employment Law Updates from Coast to Coast" (co-presenter) National Association of Women's Lawyers (October 21, 2026)

"Illinois Personnel Records Review Act: Overview and Key Changes," (co-presenter) Illinois Institute for Continuing Legal Education (IICLE) (April 2026)

"EXPERT INSIGHTS - Latest updates to Illinois personnel records review act," (co-author) Westlaw Today (August 16, 2024)

"Illinois Adds Rights and Safety Protections for Temporary Workers," (co-author) SHRM Online (August 8, 2023)