

Mark T. Wassell

Mr. Wassell counsels and defends employers in all aspects of labor & employment law and regularly provides counseling in personnel and operating policies designed to fit each client's unique needs. He represents employers in a range of sectors including manufacturing, financial services, healthcare and education. To minimize the potential for employment-related litigation, he provides counsel through each phase of the employment relationship, including pre-employment testing, hiring, performance evaluations, discipline and discharge. His practice also includes claims of discrimination and harassment, employee handbooks, employment and severance agreements, grievance arbitration, and collective bargaining. He frequently handles matters before the U.S. Equal Employment Opportunity Commission, the U.S. Department of Labor, the National Labor Relations Board, and similar state agencies. He also conducts in house training programs for employers on a number of employment topics and speaks often to a variety of business and human resources groups throughout western Pennsylvania and beyond. In addition, he advises non-union clients on how to remain union-free while conversely helping unionized clients develop and maintain positive relationships with their union.



EDUCATION

- Cleveland Marshall College of Law, J.D.
Law Review, Staff Member and Managing Editor
- Allegheny College, B.A.

RECENT ACCOMPLISHMENTS

- Drafted and revised employee manuals and specific employment policies including FMLA policies, drug testing policies, and sexual harassment policies for a large financial institution with branches in four states
- Successfully defended a private company before the National Labor Relations Board after charges were filed asserting it had terminated one employee and laid off another due to Union activity
- Counseled an employer in the health care industry with numerous offices in Western Pennsylvania in negotiating and drafting individual employment contracts and non-compete and confidentiality agreements
- Provided counsel to a company during a strike, and successfully resolved unfair labor practice charges and claims for unemployment benefits filed by strikers

HONORS & RATINGS

- AV Preeminent® Peer Review Rated

SPEAKING ENGAGEMENTS

- Crawford County Commission Seminar on Medical Marijuana, Oct. 2019
- Firm's Professional Advisor Symposium, October 2017 and 2019-2020
- Firm's Workplace Law Forum, 2013, 2015, 2017-2019
- HVA Senior Living Alliance Annual Long-Term Care Seminar
- Firm's Annual Municipal Law Symposium
- Regularly conducts in house training programs on employment topics for manufacturers, healthcare providers, school districts, intermediate units and others
- Frequent lecturer on personnel matters to a variety of groups including human resources groups, CareerLink offices, Chambers of Commerce, governmental groups and more

COMMUNITY & PROFESSIONAL SERVICE

- Shenango Valley Chamber of Commerce, *Board Member*
- Erie County Aquatic Hall of Fame, *Board Member*
- PIAA Swimming & Diving Official
- Hamot Health Foundation, *Board of Corporators*
- Church of the Nativity, *Parish Council*

PRACTICE CONCENTRATIONS

- Labor & Employment Law

FIRM INVOLVEMENT

- Shareholder
- Board of Directors, *Vice President*

ADMISSIONS & CERTIFICATIONS

- Pennsylvania
- Ohio
- U.S. District Court, Northern District of Ohio
- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court, Western District of Pennsylvania

PROFESSIONAL AFFILIATIONS

- Erie County and Pennsylvania Bar Associations
- Pennsylvania Bar Association, *Labor and Employment Law Section*
- Pennsylvania Bar Institute, *Board of Directors, Former Member*