Knox McLaughlin Gornall & Sennett, P.C.
Erie • Pittsburgh • Jamestown, NY
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Mark T. Wassell

Of Counsel

Throughout his legal career, Mark counseled and defended employers in all aspects of labor and employment law. He represented employers in a range of sectors including manufacturing, financial services, healthcare and education. His practice included hiring and termination issues, claims of discrimination and harassment, drug testing, employee handbooks, employment and severance agreements, grievance arbitration, and collective bargaining.

Mark frequently handled 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 conducted in-house training programs for employers on a number of employment topics and spoke often to a variety of business and HR groups throughout western Pennsylvania and beyond.



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Practice Areas

- Labor & Employment

Education

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

Admissions and Ratings

Admissions

- Pennsylvania
- Ohio
- U.S. District Court, Western District of Pennsylvania
- 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

Ratings

- AV Preeminent® Peer Review Rated

Representative Experience

- 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
- Served as chief negotiator for four school districts involved in collective bargaining negotiations, assisting in developing bargaining strategies and providing advice so as to avoid unfair practice charges

Honors

- Included in The Best Lawyers in America® (Employment Law - Management, and Labor Law - Management), 2025-2027



- Included in Pennsylvania Super Lawyers®, 2024-2026

Community and Professional Service

Community and Professional Service

- Allegheny College Alumni Council, *Member (2026-present)*
- Hamot Health Foundation, *Board of Corporators*
- Church of the Nativity, *Parish Council*
- PIAA Swimming & Diving Official
- Shenango Valley Chamber of Commerce, *Former Board Member*
- West Ridge Fire Department, *Former Volunteer Solicitor*
- Boys & Girls Club, *Past Board President*
- Erie County Aquatic Hall of Fame, *Past Board Member*
- The Kahkwa Club, *Past Board Member*

Professional Affiliations

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

Presentations

Speaking Engagements

- Allegheny College Panel on Law School, October 2026
- Firm's Workplace Law Forum, 2013, 2015, 2017-2019, 2021-2024, 2026
- HVA Senior Living Alliance Annual Law Seminar, multiple years
- "An Employer's Duty to Accommodate Under the ADA and the Pregnant Workers Fairness Act," Mercer County, May 2025
- Workforce Solutions for North Central PA/Appalachian Regional Commission Seminar on Medical Marijuana in the Workplace, July 2024
- Northwest Superintendents' Summit: Co-Presenter with Bob Zaruta on Negotiations, April 2024
- PASPA (Pennsylvania Association of School Personnel Administrators) Conference, February 2024: Workplace Discrimination and Handling Charges Filed with the EEOC
- Firm's Annual Municipal Law Symposium, multiple years
- Midwestern IU 4 Superintendent Advisory Council Presentations, 2016, 2018-2020, and 2022
- PASPA Conference, February 2022: To Bargain or Not to Bargain: Management Rights and Board Policy
- Firm's Professional Advisor Symposium, October 2017, 2019 & 2020
- Webinars on Employees Returning to Work Post COVID-19, various groups, May-June 2020
- Firm Webinar: Labor & Employment Issues in Schools: Impact of COVID-19, April 2020
- Firm Webinar: Impact of the Pandemic on Your Workplace Webinar, April 2020
- Crawford County Commission Seminar on Medical Marijuana, October 2019
- PASA-PSBA School Law Workshop, October 2018
- Keystone Shortway PA Association of School Business Officials (PASBO) Meeting, August 2018
- HVA Senior Living Alliance Positive Workplace Seminar, October 2016
- Erie County Reentry Workforce Summit, September 2016
- Employers: Get Ready For New Overtime Regulations
- Firm's Litigation & Workers' Compensation Seminars
- Mercyhurst University, Adjunct Professor
- Regularly conducts in house training programs on employment topics for manufacturers, healthcare providers and school districts
- Frequent lecturer on personnel matters to various groups including the Human Resource Management Association of NWPA, Erie County Human Relations Commission, Midwestern Intermediate Unit IV, Various PA CareerLink offices, Shenango Valley, Lawrence County, Warren County, and Grove City Area Chambers of Commerce, West Central Job Partnership, Western PA Human Resources Association, Warren County Intergovernmental Co-Op, Warren-Forest Higher Education Council, PA Association of School Business Officials, Community Foundation of Western PA & Eastern OH, Erie County Bar Association, Clarion County Human Resource Group, and others

Articles and Publications

- The ADA and the Hiring Process During the Pandemic (2020)
- Changes to Employee Handbook In Light of the 2020 Pandemic
- Employees In Recovery from Opioid Use, the EEOC and the Workplace
- Expanded FMLA (Created by FFCRA, 2020)
- Measures to Protect the Workforce During COVID-19 (2020)
- Medical Marijuana in the Workplace

About Knox Law

Knox McLaughlin Gornall & Sennett, P.C. is a full service law firm that has provided practical solutions to businesses, families, public entities, and nonprofits for over 65 years. Our practice areas include ADR Services, Bankruptcy & Creditors' Rights, Business & Tax, Business Succession, Construction Law, Elder Law, Employee Benefits, Environmental Law, Estate Planning & Administration, Governmental Practice, Health Law, Intellectual Property & Technology, Labor & Employment, Litigation, Mergers & Acquisitions, Public Finance & Bonds, Real Estate, and Workers' Compensation.