

Mark T. Wassell

Shareholder

Mark counsels and defends employers in all aspects of labor and employment law. He represents employers in a range of sectors including manufacturing, financial services, healthcare and education. His practice includes hiring and termination issues, claims of discrimination and harassment, drug testing, employee handbooks, employment and severance agreements, grievance arbitration, and collective bargaining. Mark 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 HR groups throughout western Pennsylvania and beyond. He serves as Vice President on Knox Law's Board of Directors.

Practice Areas

- [Labor & Employment](#)

Education

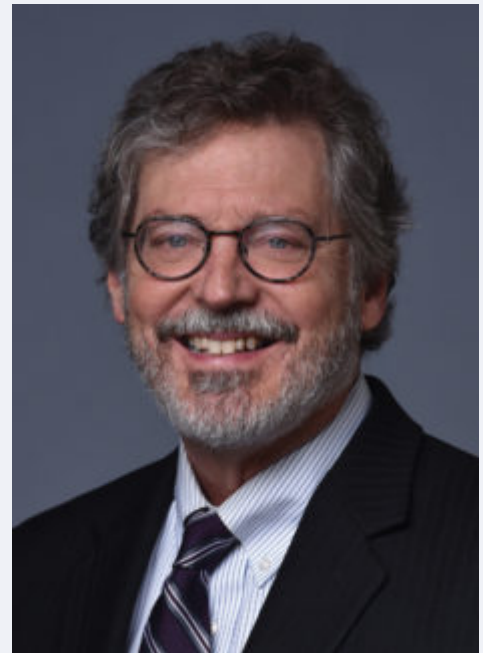
- Cleveland Marshall College of Law, J.D.; *Law Review, Staff Member and Managing Editor*
- Allegheny College, B.A.

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



mwassell@kmgslaw.com

Direct Dial: 814-923-4905

- [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

Community and Professional Service

Community and Professional Service

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

- Firm's Workplace Law Forum, 2013, 2015, 2017-2019, 2021
- Firm's Annual Municipal Law Symposium, multiple years
- Firm's Professional Advisor Symposium, October 2017, 2019 & 2020
- Midwestern IU 4 Superintendent Advisory Council Presentation, 2016 and 2018-2020
- HVA Senior Living Alliance Annual Long-Term Care Seminar, multiple years
- 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