

SHAWE ROSENTHAL LLP



Mark J. Swerdlin

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Practice Areas

- Alternative Dispute Resolution
- Collective Bargaining/Labor Contract Negotiations
- Discrimination, Harassment and Retaliation
- Employment, Non-Compete/Non-Solicit, Confidentiality and Severance Agreements
- Employment Litigation, including complex Class and Collective Actions
- FMLA/ADA/Workers' Compensation Leave Management
- Grievances and Labor Arbitration
- Human Resources Advice and Counsel
- Independent Contractor Issues
- Plant Closings and Reduction in Force (WARN)
- Protected Concerted Activity Charges and Social Media Litigation
- Strikes and Picketing
- Union Avoidance
- Wage and Hour Compliance and Litigation

Honors

- Super Lawyers, 2017, 2018
- Chambers USA, 2016, 2017
- Martindale-Hubbell® Peer Review Ratings™ AV5.0
- Best Lawyers, 2018

Memberships

- American Bar Association
- Maryland State Bar Association
- Advisory Board Member, "You and the Law," National Institute of Business Management, 1998-present
- Advisory Panel Member, "Wage-Hour Alert," Aspen Publishers, 1999-present

Education

- Georgetown University Law Center, J.D., *cum laude*, 1984
- University of Maryland, B.A., *summa cum laude*, 1981

Bar Admissions

- Maryland
- United States District Court for the District of Maryland
- United States Courts of Appeals for the 3rd, 4th, 6th and D.C. Circuits.

Mark has extensive experience defending employers with respect to age, race, gender, disability, and national origin discrimination claims, sexual harassment, wrongful discharge, and various contract and tort actions. His practice requires him to routinely appear before state and local administrative agencies, as well as federal and state courts throughout the country. Mark has prosecuted and defended numerous cases concerning the enforcement of Non-Compete/Non-Solicitation Agreements. In the traditional labor law area, Mark guides employers through representation and unfair labor practice cases before the NLRB and advances employer interests in collective bargaining and arbitration proceedings.

In addition to defending claims, Mark devotes considerable attention to counseling clients with respect to compliance with various employment-related statutes in an effort to avoid litigation, including wage and hour issues under the Fair Labor Standards Act and various state wage payment statutes, the Americans with Disabilities Act, the Family and Medical Leave Act, and the federal Plant Closing Act (WARN).

While representing clients in many fields, Mark has particular expertise in the healthcare and hospitality industries.

Mark has spoken at numerous Bar Association seminars, and has authored many publications, including a law review article on the vesting of severance pay benefits, a law journal article on the enforceability of non-compete agreements, and the legal analysis section of a BNA special report on the federal plant closing act. He is also a co-author of the "Employment Law Deskbook" (1989, Matthew Bender). In addition, he is a Contributing Editor of the "Maryland Human Resources Manual," and "Model Policies and Forms for Maryland Employers" publications of the Maryland Chamber of Commerce.