

Mario R. Bordogna

Member

Have a leave question or want help with a separation? Need an employment handbook or training program put together? Recently learn that a Complaint will draw you into state or federal Court or in front of an agency, or have to deal with a union grievance or collective bargaining? **Mario Bordogna**, Member in Clark Hill's Labor and Employment group, can help. As an attorney, counselor, and advocate who takes pride in partnering with employers in Pennsylvania, West Virginia and elsewhere, he works with clients on the front end to keep them in legal compliance with labor and employment laws, but also is there to assist them on the back end if things happen to go wrong and they need a strong and experienced litigation advocate.

For two decades, Mario has represented employers in sectors like health care, energy, hospitality, manufacturing, education and others, understanding their business and helping them achieve their goals to legally and more efficiently manage their workforce. He adds value to his clients by being a dependable attorney they can count on for assistance when almost any employment issue arises, including in the areas of HR and employment counseling (hiring, firing, leave issues, employment handbooks and policy development); labor-management relations (collective bargaining, grievances, union avoidance, arbitration); employment litigation (discrimination, wrongful discharge, sexual harassment, wage and hour); Pennsylvania workers' compensation, and general employment and civil litigation.

Mario's wealth of skill and experience in the labor and employment arena has been regularly recognized by his clients and within the legal community. He has been selected as a Super Lawyer three times, and was selected as a Best Lawyer in America continuously since 2016. He is a Board Member of the Pittsburgh Human Resources Association, a member of the Leadership West Virginia class of 2011, and the chairs the West Virginia Manufacturers' Association's HR Committee. He also has been repeatedly sought after as a speaker over the years by corporate, in-house, insurance, and HR clients, and is often requested to present to local, regional, and national audiences on a wide range of employment and HR topics. A sampling of his many speaking engagements are listed below.

The myriad of constantly changing labor and employment laws and regulations out there can be a dangerous legal minefield for employers, and personnel issues involving an employer's human capital – their employees – often require deft savvy to navigate. When you have to depend on someone to guide your business through an employee question, a piece of employment litigation, or anything else related to the workplace, Mario is a great choice for you.

Presentations

- "Reopening the Workplace During and After COVID-19; Tackling Critical Legal Issues and Implementing Employer Best Practices," Clark Hill (2020).
- "Telling the Story of Your Case: Persuasive Opening Statements and Closing Arguments," Defense Research Institute (DRY). Young Lawyers' Annual Conference (2019).
- "Everything HR Needs to Know about Internal Investigations," North Central SHRM Chapter (2019).
- "Avoiding Your Biggest Pre- and Post-Termination Legal Risks," Pittsburgh Human Resources Association Employment Law Day (2018).
- "Employee Use of Social Media in and Out of the Workplace," Clark Hill Labor and Employment Conference (2018).
- "Fee Shifting in Employment Cases," Presentation to National Insurance Client (2018, 2019).
- "Avoiding Your Biggest Pre- and Post-Termination Legal Risks," BLRX HR Comply Conference (2018).
- "Employment Practices Liability Training," Presentation to management/supervisors of International Mining Client (2018).
- "Legal and Practical Guidance for Managers on Workplace Harassment and Discrimination," Presentation to management/supervisors of International Mining Client (2018).
- "Counseling, Discipline, and Documentation," Presentation to supervisors of International Mining Client (2018).
- "Avoiding your Biggest Pre- and Post-Termination Legal Risks," PA SHRM State Conference (2018).
- "Top 10 ADA/Reasonable Accommodation Mistakes and How to Avoid Them," Presentation to National Insurance Client (2018).
- "Everything HR Needs to Know About Conducting Internal Investigations," Clark Hill Webinar (2017).



Offices

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Education

J.D., Dickinson School of Law, Penn State University, Carlisle, Pennsylvania

B.A., Allegheny College, Meadville, Pennsylvania

State Bar Licenses

West Virginia

Pennsylvania

- “Avoid the Applicant Ambush: Mastering the Legalities of the Pre-Hire Process,” Pittsburgh Human Resources Association Employment Law Day (2017).
- “Red Pencil/Blue Pencil Rulings: Evaluating Restrictiveness in Employment Agreements Designed to Protect Trade Secrets and Guard Against Unfair Competition,” 22nd Annual Advanced Employment Issues Symposium (2017).
- “Closing Panel: Employment Law Wrap Up,” 22nd Annual Advanced Employment Issues Symposium (2017).
- “Uberization of the Workplace: How the Service Economy is Changing the Way HR Manages Employer/Employee Relationships,” Clark Hill Annual Employment Conference (2017).
- “NLRB Developments Under the Nascent Trump Administration,” Clark Hill Annual Employment Law Conference (2017).
- “Everything HR Needs to Know About Conducting Internal Investigations,” Pittsburgh Human Resources Association Annual Conference and Exposition (2017).
- “Uberization of the Workplace: How the Service Economy is Changing the Way HR Manages Employer/Employee Relationships,” PA SHRM State Conference (2017).
- “Uberization of the Workplace: How the Service Economy is Changing the Way HR Manages Employer/Employee Relationships,” Society of Human Resource Management (SHRM). Annual Conference & Exposition (2017).
- “Top 10 ADA/Reasonable Accommodation Mistakes and How to Avoid Them,” PA SHRM State Conference (2016).
- “Everything HR Needs to Know About Conducting Internal Investigations,” PA SHRM State Conference (2016).
- “Expanded Definition of ‘Joint Employer’: Recent Interpretations by the NLRB, the WHY, and the Courts,” BLRX 21st Annual Advanced Employment Issues Symposium (2016).
- “Closing Panel: Employment Law Wrap-Up,” BLRX 21st Annual Advanced Employment Issues Symposium (2016).
- “FLSA Pay Structure and Duties Tests,” Pittsburgh Human Resources Association Breakfast Series (2016).
- “Uberization of the Workplace: How the Service Economy is Changing the Way HR Must Manage Employer/Employee Relationships,” Pittsburgh Human Resources Association Annual Conference (2016).
- “Top 10 ADA/Reasonable Accommodation Mistakes and How to Avoid Them,” Clark Hill Annual Employment Conference (2016).
- “Wage and Hour: A Primer on FLSA Compliance,” Clark Hill Annual Employment Conference (2016).
- “Recruiting and Hiring Traps for the Unwary: Compliance Essentials for Today’s Workplace,” -- BLRX 20th Annual Advanced Employment Issues Symposium (2015).
- “Ensuring Your Workplace Wellness Program Doesn’t Make You Sick Over Litigation,” -- PA SHRM State Conference (2015).
- “Accommodating HR Through the World of the ADA and ADANA,” Pittsburgh Human Resources Association Annual Conference (2015).
- “Mastering the Legalities of the Pre-Hire Process,” Pittsburgh Human Resources Association Breakfast Series (2015).
- “Opening Keynote: Employment Law Outlook,” BLRX 20th Annual Advanced Employment Issues Symposium (2015).
- “Selective Human Resource Issues,” -- Leadership West Virginia (2013-2015).
- “Supervisor Training: Sexual Harassment, ADA, and Social Media,” Presentation to managers of large manufacturing client (2015).
- “West Virginia Law Primer,” West Virginia Chamber of Commerce, Resource U for Small Business Series (2015).
- “Public Employee Supervisor Training: Sexual Harassment and Social Media,” Presentation to state and local police department clients (2014).
- “Accommodating HR Through the World of the ADA and ADANA,” -- PA SHRM State Conference (2014).
- “Developments in Federal/State Employment Law Compliance: How to Avoid Common Mistakes,” North Central PA SHRM Chapter (2014).
- “Social Media in Hiring and Firing: What You Say Can’t be Used Against You or Can It?” BLRX 19th Annual Advanced Employment Issues Symposium (2014).
- “BYOD Challenges When Employees Bring Their Own Devices to Work,” -- BLRX 18th Annual Advanced Employment Issues Symposium (2013).
- “Employee Handbooks: Defining Your Legal Relationships with Employees,” BLRX Webinar (2013).
- “The Legal Implications of Social Media in the Workplace,” -- West Virginia Defense Trial Counsel Annual Meeting (2013).
- “Everything Counts in Large Amounts: Mastering the Legality of Social Media in the Workplace,” -- PA SHRM

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- State Conference (2012-2013).
 - “Multiple Representation Agreements,” Presentation to large insurer client (2013).
 - “Supervisor Training: How to Conduct Effective Employee Evaluations,” Presentation to managers of large energy client (2012).
 - “Application for a Workplace Lawsuit: How to Master the Legalities of the Pre-Employment/Hiring Process,” -- PA SHRM State Conference (2011).
 - “Do’s and Don’ts in Hiring and Firing,” Presentation to local government client (2010).
 - “A Public Employers Guide to Human Resources and Personnel Management,” West Virginia University Public Employer Conference (2009, 2010).
 - “Interviewing and Hiring Techniques,” West Virginia Hospital Association (2009).

Practices, Industries & Services

Labor & Employment

Areas of Emphasis

Employee Handbooks/Personnel Policy Manuals
Employment Counseling
Employment Discrimination
Employment Litigation
Employment Training/Seminars
Equal Employment Opportunity Law
Unfair Labor Practice Charges
Wage & Hour Matters

Memberships

- American Bar Association, Labor & Employment Section
- Defense Trial Counsel of West Virginia
- Chair, HR Committee, West Virginia Manufacturers Association
- Board Member, Pittsburgh Human Resource Association
- Leadership West Virginia, 2011
- Coach, West Virginia University College of Law ABA L&E Section Student Trial Advocacy
- Dickinson School of Law, Dickinson Law Review, Editorial Board, Notes Editor, 1996

Honors

- 2009, 2011, 2013: Super Lawyers - Selected for inclusion in Pennsylvania Rising Stars list.
- The Best Lawyers in America

Presentations

- WEBINAR: The COVID Vaccine: Identifying and Handling the Legal and Practical Implications
- The U.S. Supreme Court Finally Addresses Discrimination Against LGBTQ Employees Webinar
- WEBINAR: "Everything Employers Need to Know About Conducting Internal Investigations"
- WEBINAR: "2020 Recap 2021 Predictions for Employment Law"