



Mark C. Knoth  
MEMBER

Phone: 313-961-0200  
Fax: 313-961-0388  
Email: [mknorth@kerr-russell.com](mailto:mknorth@kerr-russell.com)

**Mark C. Knoth has over 20 years of experience representing employers in a wide range of employment and labor law matters.**

---

**Practice Areas**

- Automotive
  - Labor, Employment, Employee Benefits and ERISA
- 

**Bio**

Mark chairs the firm's Labor, Employment, Employee Benefits & ERISA Practice Group. On a daily basis, Mark counsels and advises business owners, managers and human resources professionals on workplace issues including civil rights and anti-discrimination laws; employee discipline; wage and hour; overtime; employee leaves; reasonable accommodations; veterans issues; picketing; secondary boycotts; reductions in force; drug testing; unemployment compensation; affirmative action; and union organizing campaigns, among other matters. He additionally drafts employee policies, handbooks, contracts, and covenants not to compete, and investigates threats of violence, allegations of harassment, and other employee misconduct.

Mark has successfully represented employers in hearings, trials, and appeals in federal and state courts on a variety of employment law claims including, race, sex and national origin cases alleging discrimination, retaliation and harassment under Title VII; disability and failure to accommodate claims under the ADA; age discrimination claims under the ADEA; retaliation and failure to reinstate claims under the FMLA; claims alleging failure to pay wages and overtime under the FLSA; employee benefit claims under ERISA; breach of covenants not to compete claims; wrongful termination claims and numerous other State and Federal claims. A number of cases Mark has successfully handled have become published cases.

Mark represents employers in investigations conducted by the Equal Employment Opportunity Commission (EEOC), the Michigan Department of Civil Rights, the Michigan and U.S. Departments of Labor, and the Office of Federal Contract Compliance Programs. As a special mediator for the EEOC, Mark facilitates the resolution of charges of discrimination brought against employers.

Mark's broad range of experience also includes traditional labor relations matters such as negotiating collective

bargaining agreements, trying discharge and contract interpretation grievances in labor arbitration, and he appears before the National Labor Relations Board (NLRB) and the Michigan Employment Relations Commission at unit clarification hearings and union certification elections, and unfair labor practice proceedings.

Mark frequently speaks to employer groups, and trains human resources managers on a variety of employment-related legal topics. He also writes on subjects related to his practice and is a contributing editor to a nationally recognized publication. Mark is conversational in German.

Mark was named to *The Best Lawyers in America*® for more than five years in the management side of employment law. He also has been named a Michigan “Super Lawyer” in Business Litigation for four years and maintains the Martindale-Hubbell AV rating, reflecting preeminence in his legal ability and ethical standards. Mark has also received an Excellent rating through Avvo.com. Mark was also selected by *DBusiness Magazine* as one of Detroit’s Top Lawyers in Metro Detroit for Labor and Employment Law for 2015.

---

## **Affiliations**

- Michigan State Bar Association, Labor and Employment Law Section
  - Oakland County Bar Association
  - American Bar Association, Labor and Employment Law Section
  - Society of Human Resources Management (SHRM)
  - Northville Educational Foundation, Board Member
  - Defense Research Institute (DRI)
- 

## **Bar and Court Admissions**

- Michigan
  - United States District Court for the Eastern District of Michigan
  - United States District Court for the Western District of Michigan
  - United States District Court for the Northern District of Iowa
  - United States District Court for the Southern District of Ohio
  - United States Court of Appeals for the Sixth Circuit
  - United States District Court for the Northern District of Georgia
  - United States Court of Appeals for the District of Columbia Circuit
- 

## **Education**

- University of Detroit School of Law, J.D.
    - *Michigan Business Law Journal*
  - Michigan State University, James Madison College, B.A
- 

## **Representative Matters**

- Defended corporations in numerous cases brought by current and former employees alleging race, sex, pregnancy, national origin, retaliation and harassment in state and federal courts

- Obtained summary judgment in case in which corporation was accused of WARN Act violations
- Represented employers in wage and hour investigations initiated by the U.S. Department of Labor
- Lead counsel for corporation in wage and hour litigation brought by the U.S. Department of Justice
- Negotiated collective bargaining agreements for employer associations and individual employers
- Represented employers in matters governed by “neutrality” and “card check” agreements
- Represented employers before the National Labor Relations Board
- Arbitrated discharge and contract interpretation grievances
- Handled restrictive covenant litigation
- Advised clients in the restructuring of their workforce and coordinated reductions in force
- Provided day-to-day human resources advice to human resources personnel, executives and business owners
- Guided employers through the union election process
- Drafted and advised company regarding Executive Employment Agreements
- Successfully represented an auto supplier at arbitration, where the discharge of a UAW union steward who tested positive for marijuana and presented a Michigan Medical Marijuana Card as a defense, was upheld