

FRANCIS X. WICKERSHAM

SHAREHOLDER



AREAS OF PRACTICE

Workers' Compensation
Cannabis Law

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ADMISSIONS

Pennsylvania
1989

EDUCATION

Widener University School of Law
(J.D., 1989)

Villanova University (B.A., 1986)

HONORS & AWARDS

The Best Lawyers in America®,
Workers' Compensation Law -
Employers
2023-2026

ASSOCIATIONS & MEMBERSHIPS

Claims & Litigation Management
Alliance (CLM)

Montgomery County Bar
Association

OVERVIEW

Frank devotes his practice to representing employers from many different industries in a variety of Pennsylvania workers' compensation claims. He has successfully defended construction companies, food service companies, nursing homes, pharmaceutical companies, retail stores and supermarkets in cases involving hearing loss due to exposure, occupational noise, psychiatric injuries from abnormal working conditions, injuries from contact with toxic chemicals in the workplace and fatalities.

Frank's articles on important Pennsylvania workers' compensation issues have appeared in well-known employer publications, such as the *A.M. Best Insurance Digest*, *Counterpoint* and the Pennsylvania Self Insurers' Association newsletter. He is a writer and editor of the firm's *What's Hot In Workers' Comp*, a monthly update on significant developments in Pennsylvania workers' compensation law. Frank has also given numerous presentations and seminars on critical developments in Pennsylvania workers' compensation law to various employer and insurance industry groups, as well as to his colleagues.

In 1986, Frank received his undergraduate degree from Villanova University. He attended the Widener University School of Law and obtained his *juris doctor* in 1989.

Frank is an active member of the workers' compensation sections of the Pennsylvania and Montgomery Bar associations. He also has a long association with the Upper Merion Lacrosse Club as a member of the board, as well as with the King of Prussia Soccer Club, where he has served as a soccer coach for many years.

YEAR JOINED

1992

THOUGHT LEADERSHIP

Commonwealth Court Affirms Workers' Compensation Judges' Authority to Amend Injury Description Under Section 413(a) Despite Initial Notice of Compensation Payable Limitation

King of Prussia
Workers' Compensation
January 1, 2026

The claimant worked as a food equipment delivery person and was injured in a motor vehicle accident while on his way home from Maryland. At the time of the injury, the employer was insured by both Berkshire and SWIF.

Commonwealth Court Reverses Denial of PTSD Claim, Holding Police Officer Faced Abnormal Working Conditions After Deadly Struggle

King of Prussia
Workers' Compensation
January 1, 2026

This case involves a claimant who worked as a police officer for the employer for 14 years and was involved in a life and death struggle with a suspect, who had allegedly beaten his girlfriend and fled from police.

TOP 10 DEVELOPMENTS IN PENNSYLVANIA WORKERS' COMPENSATION IN 2025

King of Prussia
Workers' Compensation
December 1, 2025

1. Pennsylvania Supreme Court holds that the compensation rate for specific loss benefits is controlled by Section 306(c) of the Act, not Section 306(a)

Commonwealth Court Finds Firefighter's PTSD Resulted from Abnormal Working Conditions After Two Infant CPR Incidents Within a Brief Period of Time

King of Prussia
Workers' Compensation
November 1, 2025

This case involved a claimant who, as a firefighter, experienced two events in which he performed cardiac pulmonary resuscitation (CPR) on infants within a period of roughly two-and-one half years, both of whom were not resuscitated.

Section 305.2(c.1) Does Not Require Claimant to Prove Non-Entitlement to Benefits Before Record Closes and Imposes No Timeline for Submission

King of Prussia
Workers' Compensation
October 1, 2025

The claimant filed a Claim Petition, alleging he suffered a spine and hand fracture on March 30, 2022, after falling from a roof while working as a laborer for Joe Miller Construction Company. Joe Miller denied it was the claimant's employer. What's Hot in Workers' Comp, Vol. 29, No.

CLASSES/SEMINARS TAUGHT

One Less Workers' Compensation Zombie in the Apocalypse, CLM Work Comp, Casualty & Risk Management Conference, Chicago, IL, May 18, 2023

State of the Union - Medical Marijuana, Workers' Compensation Insurance ExecuSummit, Uncasville, Connecticut, January 24-25, 2023

Protecting Against Unreasonable Medical Expenses and Fee Reviews, Marshall Dennehey Workers' Compensation Seminar, October 27, 2022

Unique Workers' Compensation Aspects of Independent Contractors and Traveling Employees, Lorman Education Services webinar, December 16, 2021

The URO Challenge and the Impact of Medical Marijuana, Marshall Dennehey webinar, October 29, 2020

Mitigating the Risk of Workplace Bullying, Marshall Dennehey Workers' Compensation Seminar, October 24, 2019

Pot For Pain, Marshall Dennehey Workers' Compensation Seminar, October 25, 2018

In a Pickle: The Implications of Protz, Marshall Dennehey Workers' Compensation Seminar, October 19, 2017

Defense Counsel Wish List, Marshall Dennehey Workers' Compensation Seminar, October 19, 2016

Aging Gracefully? The Senior Workforce and Impacts on Workers' Compensation, CLM Atlanta, Atlanta, Georgia, May 2016

Doped Up: Implications of Compound Medications, Generic Drugs and Medical Marijuana, Marshall Dennehey Workers' Compensation Seminar, October 22, 2015

Marijuana in Workers' Compensation - Medical and Legal Challenges, CLM 2015 Medical Legal Summit, Chicago, Illinois, June 3, 2015

Medicare Liens and Set-Asides and Workers' Compensation Liens, Philadelphia Bar Association's Bench-Bar & Annual Conference, October 18, 2014

Behind the Robe: An Interview With the Judges, Roadmap to Success - Understanding Workers' Compensation, Marshall Dennehey seminar, October 24, 2013

Career Day, Upper Merion Middle School, 2011

Case Law Update, Broadspire and Glaxosmithkline, 2010

Navigating the Workers' Compensation Court Room, Berkley Midatlantic Group, 2010

How to Distinguish Between ADA, FMLA and Workers' Compensation Actions, Wegmans, 2009

Record Retention and E-Discovery, The Addis Group, 2009

Legal Updates: A Survival Guide, Pennsylvania Self-Insurers Association Annual Meeting, 2008

Impact of New Vocational Regulations on Pennsylvania Workers' Compensation Claims Handling, Sedgwick Claims Management Services, 2007

Impact of New Vocational Regulations on Pennsylvania Workers' Compensation Claims Handling, Cambridge Integrated Services, 2007

The Do's and Don'ts of Utilization Reviews, Montgomery Bar Association, 2007

Career Day, Upper Merion Middle School, 2005

Law Day, Caley Elementary School, 2002

Law Day, Caley Elementary School, 2001

Ethical Considerations in Workers' Compensation, Montgomery Bar Association, 2000

Interplay Between Workers' Compensation and Liability, Insurance Society of Philadelphia, 1999

Act 57 and its Impact On Workers' Compensation Litigation, Pottstown Hospital, February 1998

PUBLISHED WORKS

"Back to the Future: A Post-'Protz' Primer on Pre-'Protz' Law," *Pennsylvania Law Weekly*, August 11, 2022

"Blurred Lines: A Breakdown of Conventional Workplace Boundaries During the Pandemic," *Pennsylvania Law Weekly*, August 5, 2021

"Medical Marijuana: Reasonable and Necessary Medical Care for Injured Workers?" *The Legal Intelligencer's Cannabis Law Supplement*, May 27, 2020

"Workers' Compensation Fraud Case Against Pharmacies & Physicians Dismissed by Court," *What's Hot in Workers' Comp--Special PA Alert*, September 18, 2019

"Pot for Pain: A Cannabis Conundrum in the Courts," *CLM Magazine*, September 2018

"Much Anticipated Protz Decision Comes Down," *Philadelphia Bar Reporter*, September 2017

"Protz: Problems for Practitioners and Politicians," *Pennsylvania Law Weekly*, August 22, 2017

"State of Confusion: *Duffey v. WCAB* and Pennsylvania's Impaired Impairment Rating System," *Defense Digest*, Vol. 23, No. 2, June 2017

"Aging Gracefully? The Impact of a Senior Workforce on Workers' Compensation," *Workers' Compensation*, page 28. August/September 2016

"Supreme Court of Pennsylvania Carves Out Exception to Exclude Remedy Provisions of the Pennsylvania Workers' Compensation Act For Late Manifesting Occupational Disease Claims," *ABA TIPS Workers' Compensation And Employers' Liability Law Committee Newsletter*, Winter 2014

Case Law Alerts, regular contributor, 2010-present

"Legal Updates," *Pennsylvania Self-Insurers Association Newsletter*, 2009-present

"Ask an Expert," *Pennsylvania Self-Insurers Association Newsletter*, January 2009

Digest of Insurance Law, Pennsylvania Workers' Compensation, Best's Directory of Recommended Insurance Attorneys, 2007-present

Special Pennsylvania Workers' Compensation Law Alerts, 2006-present

Critical Case Summaries, *Pennsylvania Self-Insurers Association Newsletter*, 2006-2008

What's Hot in Workers' Comp, Marshall Dennehey Workers' Compensation Department newsletter, 2002-present

"Decisions Impact Workers' Comp Benefits: Court Focuses on Release Agreement, Length of Employment," *The Legal Intelligencer*, March 2001

"Independent Contractor or Employee: Supreme Court Rolls Over Controversial Commonwealth Court Decision Holding That Federal and State Motor Carrier Regulations Require Finding of Employment," *Defense Digest*, Vol. 7, No. 2, April 2001

"Lykins: The Supreme Court Eliminates Unemployment Compensation Credit for pre-Act 44 Injuries," *Counterpoint*, January 1999

"Act 44 and Pre-Amendment Injuries: Banic Breaks the Mold," *PSIA Workers' Compensation Newsletter*, March 1996

"Pennsylvania Workers' Compensation Update," *Counterpoint*, newsletter of the PA Defense Institute, June 2002-present

RESULTS

The defense successfully proves flaw in claimant's expert testimony

Workers' Compensation

December 13, 2023

We successfully defended a Claim Petition on behalf of a national trucking company where the claimant alleged a disabling aggravation of a pre-existing cervical condition from a fall at work. Our thorough review of the medical records and the presentation of the evidence convinced the judge that the claimant did not meet his burden of proof on causation.

Successfully Defended a Claim Petition on Behalf of a National Trucking Company

Workers' Compensation

December 11, 2023

We successfully defended a claim on behalf of our client where the answer was late without a reasonable excuse. However, we persuaded the workers' compensation judge that the claim petition was not well-pled as to the main allegation. We further convinced the judge that the claimant did not meet his burden of proof on causation.

Workers' Compensation Appeal Board affirms Judge's decision granting a petition to terminate benefits.

Workers' Compensation

February 16, 2022

The Appeal Board rejected the claimant's argument that the testimony of the employer's medical expert did not support the judge's finding of a termination of benefits for a low back injury because the employer's medical expert testified that if the claimant was asymptomatic in her back prior to her slip and fall in a kitchen at work, the injury may have aggravated a pre-existing, underlying condition in her lumbar spine.

REPRESENTATIVE CASES

School District of Philadelphia v. WCAB (Hennegan), 751 A.2d 729 (Pa. Cmmwlth. 2000)

McKinney v. WCAB (Decision Data), 752 A.2d 928 (Pa. Cmmwlth. 2000) (rev. per curiam, 770 A.2d 326 (Pa. 2001))