



Ken Bello

He | Him | His
Of Counsel

Boston

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Education

- Boston College Law School, JD, *Magna Cum Laude*
- Brandeis University, BA, *Magna Cum Laude*

Practices & Industries

- Commercial Litigation & Complex Trials
- Labor & Employment

Admitted to Practice

- Massachusetts

Court Admissions

- US Court of Appeals for the First Circuit
- US District Court for the District of Massachusetts
- US Supreme Court

Biography

Ken has more than four decades of experience in all areas of labor and employment law, serving as primary counsel for companies throughout the United States. His clients cut across a broad swath of industries, including life sciences (pharma and device), high tech, hospitality, health care, consulting services, education, manufacturing, and retail. In addition to direct representation of organizations, Ken also represents venture and private equity institutions as well as related portfolio entities.

Ken regularly acts as lead trial counsel in defending employers in discrimination, harassment, retaliation, wage-and-hour and overtime (individual and class-action), wrongful discharge, whistleblowing, and other employment-related lawsuits as well as in litigating noncompetition, non-solicitation, and confidentiality disputes. He has been lead counsel in multiple class-action lawsuits involving claims for overtime and other statutory compensation as well as the federal plant-closing (WARN Act) law. Among other significant matters, he recently and successfully defended a company in the first-in-the-United States class gender compensation case brought by the Office of Federal Contract Compliance Programs (OFCCP) and the US Department of Labor Office of the Solicitor. He also has extensive experience in traditional labor-management relations, including union organizing drives, collective bargaining negotiations, grievance and arbitration cases, and matters before the National Labor Relations Board.

Ken also provides clients with day-to-day advice on myriad employment issues, including hiring, performance management, allegations of discrimination, harassment, whistleblowing, and other claims of wrongful conduct. He works with clients to respond to employee misconduct, including violations of employment agreements, restrictive covenants, and misappropriation of confidential information and trade secrets. He also advises companies in connection with local, state, and federal laws relating to payment of wages and overtime;

affirmative action; workplace safety; leaves of absence; layoffs and plant closings; medical, drug, and alcohol testing; and privacy, to name a few.

Ken has served as an arbitrator in connection with employment-related disputes.

Outside of his day-to-day practice, Ken serves on several charitable boards, including the Boston Youth Symphony Orchestra and the Martin Trust Early Learners, and he serves as a trustee to Hebrew Senior Life. He engages in as many athletic activities as he can manage and spends as much time as possible with his two grandchildren.

Representative Experience

- Represented the defendant in a defamation case brought against them for posting a "lookbook" to their website that included the plaintiff's name and photo. After discovery, including several depositions and various discovery motions, and denial of the plaintiff's motion to amend complaint and reconsideration motion, the court granted the defendant's summary judgment motion dismissing the lawsuit.

Prior Experience

- Bello Welsh, Co-Founding Partner
- Mintz Levin, Senior Partner

Selected Community Activities

- Hebrew Senior Life, Trustee
- Boston Youth Symphony Orchestra, Board Member
- Martin Trust Early Learners, Board Member

Selected Honors

- *The Best Lawyers in America*®: Employment Law – Management, 2013–2024
- *Chambers USA*, Massachusetts: Labor & Employment, 2022
- Selected to *Super Lawyers* Massachusetts: Employment & Labor, 2005–2021

Selected Media

- American Bar Association's *Model Jury Instructions in Employment Cases*, Author and Editor
- American Bar Association's *Employment Law Deskbook*, Author
- *Boston Business Journal*: "Employment Law Boutique Bello Welsh Ends 18-Year Run in Boston"

Selected Alerts & Blog Posts

- The Massachusetts Supreme Judicial Court Adopts Federal FLSA "Joint Employer" Test