



JOHN F. WELSH

PARTNER

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John Welsh focuses his practice on representing management in all aspects of labor and employment law. A fellow of the College of Labor and Employment Lawyers, John is well recognized among the top practitioners in his field.

As an experienced litigator and former appellate and trial attorney for the National Labor Relations Board in Washington, D.C., and Boston, John has handled significant matters for clients across industry sectors. His experience includes matters involving unlawful discrimination, sexual harassment, breach of contract, whistleblowing, ERISA, wage and hour, employee privacy, defamation, noncompetition and trade secret cases. John has acted as lead trial counsel on employment cases in venues nationwide.

John is also an accomplished appellate advocate, having successfully argued appeals before the Massachusetts Supreme Judicial Court and various U.S. Circuit Courts of Appeals.

John provides practical counsel and business-focused advice to employers on a wide variety of employment concerns, including employee discipline and discharge, reductions-in-force, employment and separation agreements, hiring, employment policies and handbooks, internal investigations and compliance. He regularly conducts investigations for employers involving allegations of workplace misconduct, including sexual harassment and unlawful discrimination. He handles collective bargaining negotiations and arbitrations, as well as unfair labor practice and representation cases before the National Labor Relations Board. Further, John advises employers on lawful and effective union avoidance strategies.

BACKGROUND

Prior to joining Armstrong Teasdale, John co-founded Bello Welsh LLP, a boutique employment firm. Before that, he was a partner for 13 years at Testa Hurwitz & Thibault LLP, a 400-attorney firm in Boston where he held a variety of managerial positions, including chair of the Labor and Employment Practice, Management Committee Member and Chief Operating Officer. Earlier in his career, John was an appellate and trial attorney for the National Labor Relations Board in Washington, D.C., and Boston. He is former vice president of the NLRB Professional Association.

EDUCATION

- Boston College Law School (J.D., *cum laude*, 1980)
 - Boston College International and Comparative Law Review (Editorial

SERVICES AND INDUSTRIES

Employment and Labor

Noncompete and Trade

Secrets

Appellate

Litigation

Alternative Dispute Resolution

Financial Services and Banking

Health Care and Life Sciences

Manufacturing and Innovation

Technology

ADMISSIONS

Massachusetts

Supreme Court of

Massachusetts

U.S. Court of Appeals, First

Circuit

U.S. Court of Appeals, Second

Circuit

U.S. Court of Appeals, Third

Circuit

U.S. Court of Appeals, Fourth

Circuit

U.S. Court of Appeals, Fifth

Circuit

U.S. Court of Appeals, Sixth

Circuit

U.S. Court of Appeals, Seventh

Circuit

U.S. Court of Appeals, Eighth

Circuit

U.S. Court of Appeals, Ninth

Circuit

Board)

- Catholic University of America (B.A., *cum laude*, 1977)

U.S. Court of Appeals,
Eleventh Circuit

PROFESSIONAL ACTIVITIES

- College of Labor and Employment Lawyers (Fellow)
- Litigation Counsel of America (Fellow)
- American Bar Association
- Massachusetts Bar Association
- American Bar Foundation (Fellow)
- Law360 Editorial Advisory Board (2022)

CHARITABLE AND CIVIC INVOLVEMENT

- Transitions Centers (Board Member)
- St. John's High School (Former Board Member)
- Somerville Cambridge Elder Services, St. John's High School, and Veterans, Inc.

ACCOLADES

- Chambers USA: America's Leading Lawyers for Business (2005-present)
- Benchmark Litigation, Labor and Employment Star, Massachusetts (2022)
- The Best Lawyers in America®, Lawyer of the Year (2021); Employment law - Management, Labor Law - Management (2006-present)
- Martindale Hubble, AV® Preeminent Rated
- Massachusetts Super Lawyers® (2003-present); Top 100 Lawyers in New England (2007-2020, end of eligibility); Top 100 Lawyers in Massachusetts (2006-2020); Top 10 Massachusetts Super Lawyers (2017)

EXPERIENCE

Investigated Discrimination, Bullying Allegations Brought by Non-Profit CEO

Investigated allegations of gender discrimination, disability discrimination and bullying brought by a Chief Executive Officer of a non-profit against the Board of Director's Chair and Vice Chair.

Negotiated Successor CBAs for Two Unions

Negotiated initial and successor collective bargaining agreements with two unions representing production employees at a newly constructed railroad car assembly plant.

Negotiated Plant Closure Agreement and Relocation of Union-Represented Manufacturing Facility

Negotiated a plant closure agreement regarding the relocation of a union-represented manufacturing facility to a non-union manufacturing facility in another state.

Successful Resolution in Noncompete Dispute

Following the grant of a motion for a preliminary injunction, successfully negotiated a resolution of a noncompetition dispute barring Plaintiff's hire by a competitive entity.

Defended Hospital and Executive Against Sex Discrimination Claims

Defended a hospital and its Chief Executive Officer in state court against claims of sex discrimination by the Chief of Anesthesia against the CEO and the Chief of Surgery.

Defense Verdict for Major Restaurant Franchise in Eight-Day Disability Discrimination Trial

Obtained a defense verdict in an eight-day federal jury trial involving claims of disability discrimination against a major restaurant franchise and its general manager.

Multimillion-Dollar Settlement for Executive in Wage and Commission Litigation

Successfully represented a corporate executive in a federal court litigation concerning wage and commission payments which, following initial motion practice, resulted in a \$2.4 million settlement for our client.

Obtained Arbitration Judgment in Excess of \$7 Million, Upheld by VA Supreme Court

Obtained arbitration judgment in excess of \$7 million on behalf of IT services company, after the defendants wrongfully terminated a contract with our client and conspired with former employees of our client to divert a multimillion-dollar government contract. Successfully represented our client before the Virginia courts in proceedings to vacate the arbitrators' award, which was ultimately upheld by the Virginia Supreme Court.

Obtained Defense Verdict in Four-Week Federal Jury Trial

Obtained a defense verdict following a four-week federal jury trial concerning claims of sexual harassment and gender discrimination against a printing equipment manufacturer.

Successfully Resolved EEOC Class Action

Successfully represented IT services company in class action lawsuit filed by the Equal Employment Opportunity Commission (EEOC).

THOUGHT LEADERSHIP

December 22, 2023

New union election rules create an expedited timeline for dispensary operators

Missouri Greenway

August 21, 2023

Is It Time to Revise Your Employee Handbook?

February 27, 2023

NLRB Reverses Precedential Ruling on Severance Agreement Non-Disparagement and Confidentiality Provisions

December 22, 2021

New York City Imposes Mandatory COVID-19 Vaccination Requirements on Private Employment

October 6, 2021

NLRB Announces Plans to Expand Definition of “Employee” to Include Student Athletes