

## **Richard V. Gello**

Littler CaseSmart Counsel

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## **Focus Areas**

Littler CaseSmart

## **Overview**

As a member of the Littler CaseSmart – Charges™ team and based in Massachusetts, Richard V. Gello is responsible for handling charges from investigation to conclusion. He works on client-dedicated service teams, focusing on handling administrative agency charges. He investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, he defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Previously, Rick counseled private and public sector employers in labor and employment matters. Rick's extensive labor law experience included handling discipline, performance management, grievance procedures, and collective bargaining negotiations. He assisted employers with all aspects of working harmoniously with labor unions.

In his employment counseling practice, Rick helped clients avoid and resolve workplace allegations of discrimination and harassment, as well as implement leave policies and reasonable workplace accommodations. He also handled wage and hour matters and all related employment law claims, with a focus on defending discrimination claims before the EEOC and state Fair Employment Practices Agencies.

Prior to joining Littler, Rick was an associate at a large management-side law firm, defending private and public employers in labor and employment matters. Before that, he was the director of labor relations for the Massachusetts Department of Revenue, where he oversaw labor relations and union negotiations, in addition to advising on all aspects of labor and employment law as the Department's chief labor and employment attorney.

## **Professional and Community Affiliations**

- Member, Massachusetts Bar Association

## Recognition

- Recipient, Pro Bono Service Award, *St. John's University School of Law*
- Senior Articles Editor, *St. John's Law Review & Journal of Catholic Legal Studies, St. John's University School of Law*
- Highest GPA in graduating class, Departmental Recognition in Government, *Suffolk University College of Arts and Sciences*
- Dean's High Honors List (All 8 Semesters), *Suffolk University College of Arts and Sciences*
- Phi Sigma Alpha (Political Science Honor Society), *Suffolk University College of Arts and Sciences*
- Lambda Pi Eta (Communication Honor Society), *Suffolk University College of Arts and Sciences*
- Gleason L. Archer Fellow, *Suffolk University College of Arts and Sciences*

## Education

J.D., *St. John's University School of Law, 2015, cum laude*

B.S., *Suffolk University, 2012, summa cum laude*

## Bar Admissions

Massachusetts

## Speaking Engagements

### **Employee Leave Laws in the Public Sector**

Massachusetts Municipal Association's HR Bootcamp

May 11, 2023

### **Progressive Discipline for Local Housing Authorities**

Massachusetts Department of Housing and Community Development

September 13, 2022