HUSCH BLACKWELL

R. Anthony Costello

SENIOR COUNSEL

KANSAS CITY, MO

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OVERVIEW

Tony understands the challenges facing HR staff with complex and high-profile projects, and he structures his approach to such projects to achieve goals and manage risks inherent with corporate clients.

Tony's labor and employment practice includes staffing companies and professional employer organizations (PEO) as well as employers in the technology, manufacturing and transportation industries. In order to learn their business and better provide legal advice, Tony establishes long-term relationships with his clients.

In addition to counseling employers on day-to-day workplace issues, Tony also has the breadth and depth of experience to represent employers in federal and state courts throughout the country. He often litigates general business matters and is a member of the firm's appellate practice group.

Tony provides practical and effective counsel in a manner that aligns with his clients' business and management objectives. He uses his writing to help others; he takes his winning arguments to the next level by sharing them with his team in order to build upon success.

Industries

Manufacturing

Technology

Transportation

Services

Employment Class & Collective Actions

Labor & Employment

Litigation & Alternative Dispute Resolution

Non-Competes & Restrictive Covenants

Staffing, Recruiting, and Workforce Solutions

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Experience

- Guided the owner of a small business through the investigation of a complaint of coworker sexual harassment.
- Won oral argument on motion to impose temporary restraining order (TRO) on employer who hired competitor's salespersons.
- Obtained summary judgment on race and disability discrimination claims brought against staffing company.
- Represented PEO in FLSA action brought against PEO and its client.
- Advised California vineyard on Kansas alcohol distribution laws.
- Conducted HR training of managers and human resources professionals of group of nursing homes.
- Represented photographic equipment manufacturer in enforcement of former employee's non-compete agreement and achieved favorable result.
- Obtained summary judgment on wage and hour claims brought against tax preparation company.
- Represented medical diagnostic company at trial on its claims for indemnification from former shareholder accused of sexual harassment and recovered amounts company paid to settle with victim of alleged harassment.
- Defended employees of software developer against attempt by their former employer to enforce overbroad non-compete agreements and achieved favorable result.

Education

- J.D., Washington University in St. Louis School of Law
- M.A., University of Missouri

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Admissions

- Missouri
- U.S. District Court, District of Kansas
- Illinois
- U.S. District Court, Northern District of Illinois
- Kansas
- U.S. District Court, Western District of Missouri

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