



Kenneth M. Rehns | Partner

West Palm Beach
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Ken's practice is focused on [employment law](#) and [commercial litigation](#). He has successfully tried cases through trial, verdict and appeals and has built a career advising and representing the interests of businesses in a broad range of complex commercial matters, including EEOC and NLRB investigations, employment litigation involving wage and hour claims, violations of state and federal discrimination laws, claims under the Family Medical Leave Act, Americans with Disability Act, including website and premises compliance under the ADA, and restrictive covenant enforcement. Ken also has extensive experience with collective bargaining grievance arbitrations, alternative dispute resolution, real estate litigation and securities class action defense. Ken regularly assists business owners, shareholders and members navigate partner disputes, business divorces and dissolutions, member redemptions and derivative actions. Ken serves as outside general counsel for private companies, public sector entities and nonprofit organizations, providing guidance in all areas of corporate compliance and governance, board related matters including Florida's Sunshine Law, employment, real estate and litigation matters and helping businesses protect themselves as they grow.

Ken also regularly advises employers on all areas of employment law, from hiring and employee and management training through discharge and separations, including negotiating severance agreements and restrictive covenant agreements, and advising businesses on FLSA, Title VII, ADA and FMLA issues.

Before moving to Florida in 2017, Ken spent nine years as a commercial litigator in New York City, representing clients in high-profile financial litigation matters around the country.

EDUCATION

- Syracuse University College of Law, J.D., *with honors*, 2008
 - Syracuse Journal of International Law and Commerce, Associate Editor
 - Syracuse Law Constitutional Digest, Associate Editor

CAPABILITIES

Litigation

- Appellate
- Breach of Contract
- Business & Commercial Litigation
- Employment Litigation

Employment

- Corporate & Compliance Investigations
- Employment Agreements
- HR Training and Counseling
- Non-Compete and Non-Solicitation Litigation
- Restrictive Covenants
- Trade Secrets
- Wage and Hour
- Workplace Policies

Real Estate Litigation

General Counsel Services

- The George Washington University, School of Business, B.B.A., *with honors*, 2005

HONORS & AWARDS

- *Florida Super Lawyers*®, Rising Star, Employment Litigation Defense
- *New York Super Lawyers*®, Rising Star, Securities Litigation
- Top Lawyer, *Palm Beach Illustrated*, Labor and Employment Law
- Top Lawyer, *Boca Raton Magazine*, Labor and Employment Law

PROFESSIONAL ASSOCIATIONS

- American Bar Association
- New York Bar Association
- Palm Beach County Bar Association
- South Palm Beach County Bar Association

COMMUNITY INVOLVEMENT

- Non-Profits First, Director

PAST ACTIVITIES

- Southeast Florida Behavioral Health Network, Board Member
- South Palm Beach County Bar Assoc, Co-Chair Labor and Employment Committee
- Boys and Girls Club of Boca Raton, Advisory Board Member
- Boys and Girls Club of Palm Beach County, Board-led Safety Committee Member
- Boca Raton Chamber of Commerce, Leadership Class

SPEAKING ENGAGEMENTS

- "Lunch and Learn: Employment Law Issues Coming Out of the Covid Pandemic," Panelist, Safety Council of Palm Beach County, Inc., 2024
- "Employment Law Considerations for Small Businesses," Speaker and Moderator, Palm Beach County Bar Association Small and Solo Practice Committee, 2022
- "Sexual Orientation and Gender Identity Discrimination," Speaker, South Palm Beach County Bar Association Labor and Employment Committee, 2021
- "Equitable Remedies in Business Litigation," Speaker, Palm Beach County Bar Association Business Litigation Committee, 2021
- "Protecting Investors Through Shareholder Derivative Litigation," Speaker, American Alliance Educational Conference: 2018 Annual Conference, Current Developments Affecting Union and Employee Benefit Funds, 2018

ADMITTED TO PRACTICE

- New York
- Florida
- New Jersey
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court, District of New Jersey
- U.S. District Court, Middle District of Florida
- U.S. District Court, Northern District of Florida
- U.S. District Court, Southern District of Florida
- U.S. District Court, Southern District of New York