



Kelly Ann Bird

Partner

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Industries

Manufacturing

Industrials

Life Sciences

Practice Areas

Labor & Employment

Bar Memberships

New Jersey

Kelly counsels employers on employment and human resources issues, presents workplace training programs, conducts and assists in investigations, and litigates as necessary in these areas. Her clients range from hospitals, higher education institutions, and small, family-owned businesses, to regional based companies with thousands of employees. She represents her clients in proceedings in federal and state courts and civil rights agencies, as well as arbitrations and mediations. Her practice includes:

- Developing, drafting, and assisting in implementation of employment policies, procedures, handbooks, and contracts
- Providing advice on equal employment, hiring, performance management, termination, and leave issues
- Presenting workplace training on a variety of topics
- Conducting and advising on workplace and Title IX investigations and responses to employee and student complaints
- Responding to government agency charges, investigations and audits, including by the EEOC, state civil rights agencies, and the OFCCP
- Defending management in litigation relating to discrimination, harassment, whistleblower, wrongful discharge, tort, and contract claims
- Representing individual officers, directors, and employees who have been sued personally for discrimination, sexual harassment, wrongful discharge, and related tort and contract claims

- Advising clients on labor matters and supporting clients in defending labor arbitrations, unfair labor practice charges, and union organizing campaigns

Additionally, Kelly is the Partner-In-Charge of FBT Gibbons' Red Bank office.

Other Info About Kelly

Experience

In recent years, Kelly has worked with clients ranging from small start-up businesses to well-established national companies, to craft and implement policies that comply with federal and state laws, and assist companies in navigating areas such as hybrid work and leaves and accommodations. She has conducted multiple investigations into allegations of improper and unlawful workplace conduct.

Kelly's experience is enhanced by her work on the State of New Jersey Committee on Character, on which she serves as a Statewide Part Chair.

Education

Seton Hall University School of Law, J.D., B.A.

College of the Holy Cross|University of Virginia, B.A., M.A.T.

Courts

United States District Court for the District of New Jersey

United States Court of Appeals for the Second Circuit

Recognition

Included on the [*Chambers USA Guide to America's Leading Lawyers for Business*](#) list, Labor & Employment

Recognized by [Best Lawyers®](#), 2027 Edition: Litigation – Labor and Employment

Recognized by [Best Lawyers](#)®: "Lawyer of the Year," Labor and Employment, (2022 Edition)

Included on the *NJBIZ* "Best 50 Women in Business" list, 2020

Included on the [Benchmark Litigation](#) "Labor & Employment Stars" list, Northeast," 2019, 2020, 2021

Included on the [New Jersey Super Lawyers](#) lists, Employment & Labor, 2025; Top 50 Female Attorneys in New Jersey, 2024

Professional Affiliations

New Jersey State Bar Association
Labor and Employment Law Section

New Jersey State Bar Foundation
Member, Board of Trustees, July 2019–present

Chair, Part VI of the State of New Jersey, Committee on Character, Appointment by the Supreme Court of New Jersey, July 2014–present

State of New Jersey, Committee on Character, Appointment by the Supreme Court of New Jersey, July 2006–July 2014

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