HUSCH BLACKWELL



Henry Aho

ASSOCIATE

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OVERVIEW

Henry represents clients in labor and employment litigation.

After earning his bachelor's degree, Henry accepted a role in public procurement with the World Bank, where he found himself frequently collaborating with legal teams. Fascinated by the attorneys' work, he chose to pursue a legal degree of his own, studying first for an LL.B. in the United Kingdom before moving to the United States, where he earned an LL.M. from Fordham University.

It was during his time at Fordham that Henry discovered a passion for both employment law and litigation: as a student, he participated in the law school's Unemployment Action Center, serving as an advocate for claimants who had been denied unemployment insurance by the state. He excelled at quickly synthesizing the information in an individual case file, digging into the state's argument, and developing a strategy to overturn the initial findings. He also loved advocating for clients who hadn't known how to resolve their own cases.

Upon earning his U.S. law degree, Henry began practicing as a general commercial litigator who focused more and more often on employment-related cases. Eventually, he dedicated his entire practice to the field, regularly advising corporate clients on remaining in compliance with ever-changing employment laws and defending employers in litigation. Henry is particularly experienced with cases involving trade secret misappropriation and non-compete agreements, as well as with the complex class action suits that arise from wage and hour claims—especially in California, where he is currently based.

Industry

Financial Services & Capital Markets

Services

Commercial Litigation

Employment Class & Collective Actions

Employment Litigation Defense

Labor & Employment

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Drawn to the firm's client-focused decision to organize its attorneys by client industry, Henry joined Husch Blackwell in early 2025. Known as an innovative thinker, Henry has a gift for developing new legal arguments and leaving no stone unturned in his advocacy for clients.

Experience

- Represented management defendants in employment litigation of wage and hour claims including PAGA and class actions, and discrimination disputes both at the state and federal level, including arbitration and mediation processes.
- Represented management at negotiating collective bargaining agreements with unions.
- Defended against NLRB lodged complaints.
- Litigated insurance defense actions in construction defects, representing developers, general contractors, and subcontractors in complex civil cases in both federal and state court.
- Secured a complete defense verdict for a California attorney after an eight-day-long breach of contract jury trial.

Education

- LL.M., Fordham University School of Law
- LL.B., University of London
- B.A., University of Auckland

Admissions

- California
- District of Columbia

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Community Leadership

In 2024, Henry founded the Pacifica Attorneys Law Society, with the aim of encouraging community and networking among Pacific Islander attorneys and law students in the U.S.



2025 Pro Bono Achiever

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