



Aaron Solomon

Overview

Aaron Solomon focuses his practice primarily in labor and employment law. His experience includes matters involving discrimination, harassment, and retaliation, and he has handled claims brought under Title VII, the Americans with Disabilities Act, Age Discrimination in Employment Act, New York State Human Rights Law, New York City Human Rights Law, and the New Jersey Law Against Discrimination. He defends single plaintiff as well as class and collective actions brought under the New York State Labor Law and the Fair Labor Standards Act. In addition, Mr. Solomon represents and counsels businesses in a wide variety of employment related matters including restrictive covenant disputes, ERISA lawsuits, and audits by the United States and New York State Departments of Labor. Mr. Solomon also provides advice and counsel to business regarding employment policies, layoffs and terminations, independent contractor relationships, WARN Act compliance, and the preparation of employee handbooks.

Prior to joining Kaufman Dolowich, Mr. Solomon was an associate with a New York City-based firm, where in addition to employment law, he represented clients in matters involving civil rights, personal injury, commercial litigation and medical malpractice, and obtained jury trial experience before Federal and New York State courts.

Mr. Solomon has also represented various educational institutions in litigation involving claims of discrimination brought by employees and students.

Admissions

- New York
- New Jersey
- U.S. District Court
 - Southern District of New York
 - Eastern District of New York
 - District of New Jersey

Education

- Hofstra University School of Law – J.D.



Partner

Contact Information

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Related Practices

- Labor and Employment Law
- Wage & Hour Compliance
- Personnel Policies, Employment Agreements, Restrictive Covenants
- Employment Practices Liability
- Human Resources Counseling
- Human Resources Training
- Whistleblower Claims
- Education

- *Hofstra Labor and Employment Law Journal*
 - *Hofstra Moot Court*
 - *Political Asylum Clinic*
 - *Phi Alpha Delta Law Fraternity*
- *Muhlenberg College – B.A.*
 - *magna cum laude*

Professional Memberships

- *New York City Bar Association, Tort Committee*

Publications

- *Employers Beware: NLRB's Controversial Joint-Employer Rule*, article by Michael A. Kaufman, Firmwide Co-Managing Partner, and Aaron Solomon, Partner, 2-26-2024
- *The Pitfalls of Blurring Traditional Contractor/Subcontractor Relationship with a Caveat for Most Contracts within New York State*, by Michael Ganz, Esq. & Aaron Solomon, Esq., *The Long Island Sounder*, April 2033
- *"Shooting in the Dark": New York Issues Guidance on Marijuana and the Workplace: Higher Law- Law.com*, Oct. 30, 2021, Taylor Ferris and Aaron Solomon
- *Legalized Marijuana's Workplace Labyrinth*, *New York Law Journal*, written by Aaron Solomon & Taylor Ferris, Oct. 19, 2021
- *Is This Really The "Hero" We Were Waiting For? An Employer's Guide To The NY HERO Act*
- *De Facto Liquidated Damages Policy Defunct: A New U.S. Department of Labor Policy Changes the Game in Pre-Suit FLSA Settlements*
- *The New York Appellate Division Has Created A New Avenue of Wage and Hour Liability for New York Employers*
- *New Legislation May Open The Floodgates For More Harassment Claims Under The NYSHRL*
- *Press Release: Kaufman Dolowich Promotes Four to Partner, Elevates Two to Counsel*
- *New York State and New York City Pass New Requirements for Employers to Combat Sexual Harassment*
- *5 Employment Rules That Were Stymied In 2017*, *Law360*, ft. Aaron Solomon
- *KD Alert: City Commission to Secretly Test Employer Hiring Practices*
- *A Cruel Choice: Patients Forced to Decide Between Medical Marijuana and Employment*, *Hofstra Labor and Employment Law Journal*, Vol. 26, Iss. 2, Article 13

News

- *Employer Update: New York State Labor Law 740 Posting Requirement*
- *OSHA Issues Rule Requiring Companies With 100 Or More Employees to Mandate COVID Vaccination or Weekly Testing as Condition of Employment*, November 4, 2021

- *"Shooting in the Dark": New York Issues Guidance on Marijuana and the Workplace: Higher Law- Law.com, Oct. 30, 2021, Taylor Ferris and Aaron Solomon*
- *Legalized Marijuana's Workplace Labyrinth, New York Law Journal, written by Aaron Solomon & Taylor Ferris, Oct. 19, 2021*
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- *De Facto Liquidated Damages Policy Defunct: A New U.S. Department of Labor Policy Changes the Game in Pre-Suit FLSA Settlements*
- *KD Alert: New York Labor Law Now Prohibits Discrimination Based on an Employee's or Employee's Dependent's Reproductive Health Decision Making*
- *The New York Appellate Division Has Created A New Avenue of Wage and Hour Liability for New York Employers*
- *Long Island Business News Features Aaron Solomon as Ones to Watch*
- *KD Employment Law Alert: New York Employers Now Prohibited from Discriminating against Employees based on their Relationships or Associations*
- *KD Employment Alert: New York City Businesses Face New Restrictions On Pre-Employment Criminal Background Checks*

Speaking Engagements

- *"Recent Developments in Commercial, Labor, and Employment Law", Live Presentation, January 10, 2023*

Speaking Engagements

- *Live CLE, Next Stop on the Pineapple Express: Cannabis Workplace Policies" reviews the amendments by the Marijuana Regulation and Taxation Act, ("MRTA") to the New York Labor Law, WestEd/Thompson Reuters, January 2022*