



A pragmatic litigator and adviser, Aaron Vance represents national and local employers in labor, employment and appellate matters. He provides thorough and approachable problem-solving focused on working toward the best possible outcome for his clients.

Aaron advises and counsels clients on nearly all issues facing employers in the workplace to develop effective solutions in labor relations, employment disputes, and compliance with federal, state, and local labor and employment laws.

Aaron has successfully defended unfair labor practice charges brought against clients before the National Labor Relations Board (NLRB). Additionally, he has advised clients through representation elections, collective bargaining, and contract enforcement disputes. Aaron is also experienced in assisting with labor arbitration and NLRB proceedings, where he has helped clients to achieve desired outcomes ranging from election disputes to discipline and contract interpretation cases.

Aaron also advises clients on employment matters concerning federal and state law, equal opportunity employment practices, OSHA and workplace safety compliance, and wage and hour laws. This includes defending and securing successful outcomes for clients through settlement and litigation before state and federal courts and administrative agencies including the Equal Employment Opportunity Commission (EEOC), the Kentucky Commission on Human Rights (KCHR), and the Indiana Civil Rights Commission (ICRC).

Aaron also focuses his practice on advising colleges and universities as part of the firm's Higher Education Practice Group. With a background in the world of higher education leadership, Aaron brings a unique perspective in advising his clients on employment, labor, student discipline, and compliance matters facing colleges and universities today.

Prior to joining the firm, Aaron worked in Louisville and Indianapolis with a Cincinnati-based firm, where he drafted answers, dispositive and pre-trial motions, mediation statements, administrative responses, and appellate briefs. He researched underlying complex employment and appellate

Aaron Vance

Associate

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EDUCATION

Indiana University Maurer School of Law, (J.D.), cum laude, dean's honors, 2020, President and Class Representative of Student Bar Association, managing editor of Indiana Law Journal, Sherman Minton Moot Court Competitor with Brief Writing Honors, member, Labor and Employment Law Society

University of Louisville, (B.S.), political science, magna cum laude, honors scholar, Woodcock Society, 2017, McConnell Scholar, Student Body President and Student Trustee, Phi Kappa Tau Fraternity, study abroad: St. Clare's, Oxford, England, Jiao Tong University, Shanghai, China

BAR ADMISSIONS

Indiana

Kentucky

COURT ADMISSIONS

U.S. District Court for the Northern District of Indiana

U.S. District Court for the Southern District of Indiana

U.S. District Court for the Western District of Kentucky

U.S. District Court for the Eastern District of Kentucky

U.S. District Court for the Western District of Michigan

LANGUAGES

English

issues, conducted factual investigations with clients, prepared written discovery requests and responses and conducted depositions.

Professional and Community Involvement

- Member, Fountain Fletcher District Association Board
- Corporate collective member, IndyHub
- Chair, Louisville Bar Association Labor and Employment Section, 2023
- Vice chair, Louisville Bar Association Labor and Employment Section, 2022
- Member, Kentucky Bar Association
- Member, Indiana State Bar Association
- Member, Indianapolis Bar Association
- Director of Public Issues, Young Professionals Association of Louisville
- Volunteer, Kentucky Equal Justice Center
- Member, National Governance Committee, Phi Kappa Tau Fraternity

Honors

- Louisville Bar Association Labor and Employment Law Section, Section Leader of the Year, 2023

PRACTICES

- Labor and Employment
- Wage and Hour

INDUSTRIES

- Colleges and Universities