

AARON B. SOLEM

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EXPERIENCE

NATIONAL RIGHT TO WORK LEGAL DEFENSE FOUNDATION, Springfield, VA

June 2012-Present

Staff Attorney

- Represent individual employees in litigation against compulsory unionism before courts and labor boards.
- Co-counsel in *Janus v. AFSCME, Council 31*, 138 S. Ct. 2448 (2018). Co-authored cert petition and merits briefs in a major First Amendment case.
- Argued six cases in federal appellate courts, including vacating an unfavorable NLRB decision, *Sands v. NLRB*, 825 F.3d 778 (D.C. Cir. 2016).
- Co-authored numerous appellate briefs, including the winning briefs in *Stewart v. NLRB*, 851 F.3d 21 (D.C. Cir. 2017); *Tamosiunas v. NLRB*, 892 F.3d 422 (D.C. Cir. 2018); and *UNAP v. NLRB*, 975 F.3d 34 (1st Cir. 2020).
- Extensive NLRB unfair labor practice proceedings experience. Lead counsel for charging party in several ALJ trials. Won numerous appeals to the NLRB General Counsel reinstating dismissed unfair labor practice charges.
- Won major victory establishing the unlawfulness of threatening evidence preservation letters under the National Labor Relations Act. *NABET, Local 51*, 371 NLRB No. 15 (2021).
- Expert in NLRB representation procedures. Represented hundreds of employees in decertification proceedings. Counsel in *Americold Logistics*, 362 NLRB 493 (2015); *Pinnacle Foods Grp.*, 368 NLRB No. 97 (2019); and *Geodis Logistics*, 371 NLRB No. 102 (2022).
- Forced union to disgorge \$1 million as part of an NLRB settlement in a case challenging a union skimming arbitration award proceeds meant for individual employees.
- Led successful challenges to union window periods for dues deduction revocations under Michigan's Right-to-Work law.

U.S. HOUSE OF REPRESENTATIVES, Washington D.C.

November 2011-June 2012

Legislative Assistant, Congressman Geoff Davis (KY-04)

- Advised member of Ways and Means Committee on tax policy and other issues, including telecommunications, energy, and economic issues.
- Oversaw a House leadership priority bill, H.R. 10, the Regulations from the Executive in Need of Scrutiny (REINS) Act.

MINNESOTA HOUSE OF REPRESENTATIVES, Saint Paul, MN

January 2011-September 2011

Committee Administrator, Education Finance Committee

- Top Education Finance Committee staffer in Minnesota House.
- Worked with Chairman and members to draft legislation, develop committee agenda, and strategy.
- Lead staff for education budget negotiations with Minnesota Senate and the Governor of Minnesota.

EDUCATION

UNIVERSITY OF NOTRE DAME LAW SCHOOL, Notre Dame, IN

May 2010

Juris Doctor, cum laude

- Federalist Society, President
- Journal of Legislation, Senior Articles Editor

UNIVERSITY OF MINNESOTA, Minneapolis, MN

May 2006

Bachelor of Arts, History