

Aaron S. Nava

Associate

Dallas

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OVERVIEW

Aaron focuses on employment and labor law and litigation, advising clients on wage and hour compliance, employment agreements, leaves of absence, discipline, termination, breach of contract, reductions in force, union elections and avoidance, and unfair labor practice charges. He also advises clients on emerging artificial intelligence issues involving confidentiality, hiring and employment decisions, and handbook policies.

Aaron represents employers before federal and state agencies, including the National Labor Relations Board, Occupational Safety and Health Administration, U.S. Department of Labor, Equal Employment Opportunity Commission, and various state workforce agencies, including the Texas Workforce Commission. He also represents employers in employment litigation matters in federal court, state court, and arbitration involving allegations of sexual harassment, discrimination, retaliation, wrongful termination, breach of contract, noncompete agreements, failure to pay wages, disability discrimination, and failure to accommodate and leave issues.

AWARDS

- *Best Lawyers in America®* Ones to Watch: Labor and Employment Law – Management, Litigation – Litigation – Labor and Employment (2026)

TOP AREAS OF FOCUS

- Labor + Employment

ALL AREAS OF FOCUS

- Accessible Facilities and Services (ADA Titles II and III)
- Artificial Intelligence
- Employment Counseling
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Noncompete + Trade Secrets

- OSHA + Workplace Safety
- Traditional Labor
- Wage + Hour Matters

EDUCATION AND CERTIFICATIONS

EDUCATION

- Arizona State University, J.D., 2020, *Arizona State Law Journal, Corporate and Business Law Journal*
- University of New Mexico, B.A., *summa cum laude*, 2017

BAR ADMISSIONS

- Texas
- Arizona
- New Mexico

COURT ADMISSIONS

- U.S. Court of Appeals, Fifth Circuit
- U.S. Court of Appeals, Ninth Circuit
- U.S. District Court, District of Arizona
- U.S. District Court, Eastern District of Texas
- U.S. District Court, Northern District of Texas
- U.S. District Court, Southern District of Texas
- U.S. District Court, Western District of Texas

PUBLICATIONS

- Co-author, "2025 NLRB Forecast: What Employers Should Expect Under President Trump's Administration," *Troutman Pepper Locke*, April 3, 2025.
- Co-author, "Preparing for the November Election: Best Practices for All Employers," *Locke Lord*, October 2024
- Co-author, "OSHA's Final Walkaround Rule: Welcome, Workplace Visitors!" *Locke Lord*, June 2024.
- Co-author, "2023 NLRB Update: Key Developments for All Employers," *Locke Lord*, October 2023.
- Co-author, "U.S. Supreme Court Clarifies Undue Hardship Standard for Religious Accommodation Requests," *Locke Lord QuickStudy*, July 7, 2023.
- Author, "ChatGPT and AI in the Workplace: Should Employers Be Concerned?" *Locke Lord*, May 2023.
- Co-author, "The NLRB's General Counsel Seeks Further Restrictions on Confidentiality and Non-Disparagement Provisions in Severance Agreements," *Locke Lord QuickStudy*. March 24, 2023.
- Co-author, "Employees 'Speak Out!': How the Speak Out Act Will Affect Employee Non-Disclosure Agreements," *Locke Lord*, February 2023.
- Author, "Wage Theft Update: Increased Efforts to Recover Lost Wages," *Locke Lord*, October 2022.