

ARON Z. KARABEL

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Public and private corporations rely on Aron Karabel for advice and counsel in a wide range of labor and employment law matters. He has served as general counsel and chief negotiator for colleges and universities, school districts and municipalities and has successfully litigated matters in both federal and state courts as well as before various arbitrators and public agencies. Clients also have benefited from in-service training provided by Aron on matters relating to policy development and other day-to-day issues faced by employers.

Aron's areas of focus include:

- Workplace discrimination and harassment
- Wage and hour issues
- Contract negotiation
- Unfair labor practices
- Employee discipline
- Employment contracts
- Higher education compliance
- Benefits matters

Aron has significant experience in higher education compliance and labor relations. He has also represented public and private sector employers in negotiations, contract grievances, disciplinary proceedings, and administrative hearings.

Honors and Recognitions

Aron is a Fellow of the Leadership Council on Legal Diversity, an organization of more than 250 corporate legal officers and law firm partners dedicated to creating a truly diverse legal profession in the United States. In 2016, he was selected to participate on the National Civil Rights Committee for the Anti-Defamation League, a committee focused on emerging civil rights issues and recommending policy changes to regulatory and legislative bodies. Aron was also selected to be on the National Young Leadership Cabinet of the Jewish Federations of America, an arm of the Jewish Federation that focuses on advocacy, governance and philanthropy.

Education

- J.D., *cum laude*, Albany Law School, 2005
- Albany Law Journal of Science and Technology

- Lawyering Fellow and Research Assistant
- B.A., *cum laude*, Arizona State University, Political Science and Psychology, 2002
- Forensic Speech and Debate Team
- Research Assistant, Department of Psychology

Bar Admissions

- New York
- Tennessee

Professional

- Fellow, Leadership Council on Legal Diversity
- Member, Nashville, Tennessee and American Bar Associations
- Member, National Association of College and University Attorneys
- President, Tennessee Employment Relations Research Association
- Member, New York State Bar Association

Prior Affiliations

- Associate, Thomas Drohan Waxman Petigrow & Mayle, LLP (Hopewell Junction, NY)
- Associate, Gleason Dunn Walsh & O'Shea (Albany, NY)
- Extern, United States District Court, The Honorable Thomas J. McAvoy (Albany, NY)
- Summer Law Clerk, Eighth Judicial District Court, The Honorable Michael A. Cherry (Las Vegas, NV)

Community

- Board Member, Anti-Defamation League Southeast Region
- Member, Anti-Defamation League National Civil Rights Committee
- Board Member and YLD Campaign Chair, Jewish Federation of Nashville and Middle Tennessee
- Member, National Young Leadership Cabinet, Jewish Federations of America
- Board Member and Personnel Committee Chair, West End Synagogue
- Volunteer, Appellate Arguments (Albany Law School)
- Chair and Volunteer, Various Golf Tournaments
- Volunteer, United Synagogue Youth

Articles

- "A Government Divided on Title VII's Protection of Individuals Identifying as LGBT," authored by Aron Karabel, Waller @ Work
- "Expect Pro-Business Changes in Labor-Management Relations under a New Administration," By Aron Karabel and Heath Edwards, Waller Law Blog
- "Expect Pro-Business Changes in Labor-Management Relations under a New Administration," Co-authored by Aron Karabel and Heath Edwards, Watter @ Work

- How to take a proactive approach to new overtime regulations
- "New Guidance from the Department of Education on Managing Student Medical Records Creates More Questions Than Answers, by Aron Karabel, TICUA/Waller Legal Notes
- "The NLRB Takes a Pass on the Unionization of Student-Athletes, at Least for Now," by Aron Karabel, TICUA/Waller Legal Notes
- "Get Ready - New Overtime Regulations Mean More Campus Employees will be Eligible for Overtime," by Jeb Gerth and Aron Karabel, TICUA/Waller Legal Notes
- "Title IX Enforcement is Still a Top Priority - OCR's Renewed Focus on Title IX Coordinators" TICUA/Waller Legal Notes
- "New Guidance From the NLRB Provides Additional Insights on its Enforcement Perspective Where Section 7 Rights and Workplace Rules Meet," by Aron Karabel, TICUA/Waller Legal Notes
- "Compliance in Higher Ed: Turning the Challenges of 2014 into the Opportunities of 2015," by Jeb Gerth and Aron Karabel, TICUA/Waller Legal Notes
- "Higher Education's Response to Ebola, both Domestically and Abroad," by Jeb Gerth and Aron Karabel, TICUA eNews
- "Ensuring Compliance with VAWA for 2014 ASRs," by Aron Karabel, TICUA eNews
- "Increased Focus on Campus Security and Sexual Violence Remains on Both the Immediate and Distant Horizons," by Jeb Gerth and Aron Karabel, TICUA eNews
- "Meeting the Challenge: A Compliance Guide to the Violence Against Women Reauthorization Act of 2013" TICUA
- "Managing Student Health Records - The Intersection Between FERPA and HIPAA in Campus Health Center," by Colbey Reagan and Aron Karabel, TICUA eNews
- "The Government's Continued Focus on Curbing Sexual Assault Violence - Heightened Compliance Standards and Additional Guidance for 2014," by Jeb Gerth and Aron Karabel, TICUA eNews
- "Unionizing Student Athletes: One Opinion But Many Questions," by Aron Karabel, TICUA eNews
- "Title IX Enforcement in 2014: Expect Continued Scrutiny of Institutional Efforts to Address Campus Sexual Misconduct," by Aron Karabel, TICUA eNews

Bulletins

- Practical Options in Response to Nationwide Order Temporarily Blocking DOL Pay Rule
- The Employer, A Newsletter Prepared By Waller's Labor and Employment Group (Vol. 3, Issue 1)
- The Employer, A Newsletter Prepared By Waller's Labor and Employment Group (Vol. 2, Issue 1)

Events

- Changing Landscape of Title IX, HR, and FERPA, TICUA 2013
- How to Prepare for Unemployment Hearing, MT-SHRM 2013
- Union Training Session, Tennessee Hospitality Association 2013
- CFO Conference, TICUA 2013
- Court Square Series, Tennessee Bar Association 2013
- Statewide Fall Healthcare Conference 2013

- "Emerging Wage and Hour Issues," Presented by Aron Karabel, Tennessee Association of School Business Officials 2015 Annual Meeting
- "Legal Update," Presented by Aron Karabel, TICUA CFO Retreat
- "Labor and Employment Update," Presented by Aron Karabel, Tennessee Employment Relations Research Association 17th Annual Conference
- Supreme Court Review 2015
- State of the Region: How the ADL is Addressing Hate and Bigotry in the Southeast