

Aaron Goldstein

Partner

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Seattle – 206.903.5434



Aaron helps his clients find the quickest and most cost-effective solutions to their toughest employment and trade secrets problems.

Aaron brings over two decades of experience to companies' quirkiest, thorniest, and most complex employment and trade secret issues. Aaron also works with companies to develop policies and practices that are engines for business growth, that protect companies' sensitive information, and that reflect the culture and values of the companies he represents. When Aaron's clients are faced with litigation, he aggressively pushes their cases forward to an efficient resolution.

Aaron advises businesses and provides litigation expertise on all employment and trade secret related matters, from non-competition agreements and data theft, to discrimination and harassment claims under Oregon, Washington, and federal law. Aaron represents clients before the Oregon Bureau of Labor and Industries, the Washington Human Rights Commission, the Washington Department of Labor and Industries, and the federal Equal Employment Opportunity Commission.

Aaron represents companies in a wide variety of industries including, banking, financial services, computer software, semiconductor fabrication, retail, and medical supplies.

Select Experience

- Obtained an early employer favorable settlement enforcing non-compete agreements against several departing employees.
- Assisted several clients with comprehensive employment policy reviews and drafting/revision of employment handbooks.
- Defended complaint alleging disability discrimination and retaliation. Obtained a low dollar settlement before summary judgment phase of litigation.
- Negotiated favorable early settlement of non-compete litigation on behalf of plaintiff corporation.

Education

- University of Southern California, Gould School of Law (J.D., 2003)
 - Order of the Coif
- Cornell University (B.A., Government, 2000)

Bar Admissions

- Washington
- Oregon

Court Admissions

- U.S. District Court for the Western District of Washington
- U.S. District Court for the District of Oregon

Accolades

- *Best Lawyers in America*®, Employment Management Law, Seattle, 2018-2026
- *Chambers USA*, "America's Leading Business Lawyers", Labor & Employment, 2018-2023
- *Benchmark Litigation*, "Labor & Employment Star - Washington", 2022
- *Best Lawyers in America Employment Law Issue*, 2021
- Dorsey & Whitney – Scales of Justice Team Award (The World Ventilator Foundation), 2021
- Client Choice for Excellence in Client Service – Labor & Employment, Washington, 2017-2018

Additional Information

- The 2014 Dorsey Employment Law Guide

Select Presentations

- Speaker, Dorsey Labor & Employment Law Briefing: "Employment Law Update: A Look Back at 2017 and What's New for 2018," (February 27, 2018)
- State and Federal Labor and Employment Laws Applicable to Tribes or Tribal Commercial Entities (June, 2014) Seattle University
- FLSA – The Law We Love To Hate! (February 2014)
- The Public Meaning Rule: Reconciling Meaning, Intent and Contract Interpretation (2012), 7th Annual International Conference on Contracts, Thomas Jefferson School of Law
- Ethical Challenges and Changing Technology (2011), National Business Institute
- Legal Challenges Facing Staffing Agencies (2008), Northwest Staffing Resources
- Avoiding Discrimination and Retaliation Claims (2007), Oregon Bureau of Labor and Industries 23rd Annual Employment Law Conference

Dorsey Work Watch

March 31, 2026

Washington State Prohibits Non-Competes and Many Non-Solicitation Agreements

March 17, 2026

"At-Will" Employment in the U.S. – It's a Trap!

June 4, 2025

How have employers defended against challenges to their DEI programs by

workers based on principles of standing?

July 21, 2020

As States Reopen, Can Employees Refuse to Return to Work Based on Fear of Exposure to COVID-19?

Cross-Border Counselor

March 17, 2026

“At-Will” Employment in the U.S. – It’s a Trap!

August 18, 2025

Top U.S. Employment Law “Gotchas” for Canadian Companies

April 24, 2024

The U.S. Federal Trade Commission Votes to Ban Non-Compete Agreements, But the Issue is Far From Settled

March 13, 2024

Don’t Let a Tight Labor Market Get Your Guard Down

September 26, 2023

Noncompete Agreements are Slowly Going Extinct in the U.S.

July 10, 2023

The U.S. Equal Employment Opportunity Commission Has Confirmed That Employers Face Potential Liability If They Use AI Tools To Screen Applicants. Employers Should Listen.

April 18, 2023

U.S. National Labor Relations Board Restricts Confidentiality and Non-Disparagement Terms for Separation and Release Agreements

November 28, 2022

U.S. Equal Pay and Pay Transparency Laws Are Getting More Complex

April 18, 2022

States Expand Pay Transparency Requirements, Including for Remote Job Postings

September 2, 2021

OSHA Releases Updated Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace

June 10, 2021

New EEOC Guidance on COVID-19 Vaccinations in the Workplace

April 28, 2021

COVID-19 Safety Precautions Expose American Employers to New Wage and Hour Claims

February 25, 2021

Managing Workplace Safety in the COVID-19 Era

December 30, 2020

The COVID-19 Vaccine – Next Steps for Canadian Employers with U.S. Operations

November 22, 2020

U.S. Department of Labor Rule Broadens the Classification of Independent Contractors

Insights

March 31, 2026

Washington State Prohibits Non-Competes and Many Non-Solicitation Agreements

December 3, 2025

Rising Class Actions in Washington State Over Employee Handbooks

September 8, 2025

Applicants Do Not Need to Be “Bona Fide” Under the Washington Equal Pay and Opportunities Act, but Washington Supreme Court Leaves Open Several Other Defenses

August 25, 2025

Heightened Employment Litigation Risks in the Era of Social Backlash

May 15, 2025

Washington Legislature Loosens the Equal Pay Opportunity Act Vise on Employers

February 17, 2025

Partner Aaron Goldstein Featured in Multiple News Outlets on Rapid DEI Changes Under President Trump

February 5, 2025

Washington Employers Must Be Careful about Which Employees are Required to

Enter into Non-Compete Agreements

January 27, 2025

ANC Shareholder Preferences Should Continue Despite Executive Order Revoking Affirmative Action and DEI Initiatives in Federal Contracting

December 12, 2024

Key Strategies for Employers to Avoid Pitfalls in Employment Law

September 30, 2024

Yes, You Can Be Liable for Your Employee's Online Posts!

April 25, 2024

FTC Prohibits Noncompete Agreements; Business Groups Sue

February 2, 2023

Economic Downturn May Cause Spike in Litigation Arising From Reductions-in-Force

January 11, 2023

Washington State is Newest State to Expand Pay Transparency Requirements

September 29, 2022

Aaron Goldstein Comments on California Pay Transparency Law

March 31, 2022

Aaron Goldstein Discusses National COVID Preparedness Plan