



Aaron Wynhausen

Associate

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Aaron is an experienced litigator and member of the firm's Labor & Employment and Cannabis Law practice groups. Licensed in Missouri and Kansas, his practice is national and includes work in California, Colorado, Washington and Iowa.

Employment Litigation and Workplace Training

Aaron centers his practice on employment class and collective actions, including Title VII and ADA pattern and practice claims, FLSA collective actions, and class claims premised on various state employment laws. In addition to class action work, Aaron advises and defends businesses in single-plaintiff employment claims. He guides clients in crafting response strategies, from demand letters to charges, through discovery and ADR, to dispositive motions, and on occasion multi-day jury trials and post-trial litigation.

He has litigated single-plaintiff cases in more than 15 states under various state and federal statutes, including Title VII, the ADA, the ADEA and various state analog statutes. He has helped resolve employment matters for clients in a wide variety of industries, including manufacturing, hospitality, supply chain, food and beverage, health care, energy, and banking and finance.

In addition to litigation, Aaron provides strategic advice and counseling to employers on a wide range of issues, including conducting employee investigations, developing state compliant drug testing policies, performing employee trainings, conducting FLSA audits, and drafting and reviewing employee handbooks.

Insurance and Commercial Litigation

Aaron has also represented clients in insurance litigation. In 2023, he helped secure summary judgment in favor of an insurer in a bad faith refusal to pay benefits claim based in Missouri. Aaron also assisted with class action claims filed against insurers in Georgia and New Mexico based on alleged violations of state law.

Aaron is also experienced in representing commercial clients in litigation and contract disputes, including alleged breaches of implied covenants and common law tort claims. He has also helped clients recover unpaid debts, and helped clients navigate ADA Title III claims and compliance.

Services

- Labor & Employment
- Cannabis Law
- Employment Class Actions

- Education

Before Fox Rothschild

Prior to joining Fox, Aaron was an associate and law clerk for a Columbia, MO-based law firm focused on employment discrimination and civil rights cases. Before law school, was a marketing associate and an account manager for two leading technology companies.

Bar Admissions

- Missouri
- Kansas

Court Admissions

- U.S. District Court, District of Colorado
- U.S. District Court, District of Kansas
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri

Education

- University of Missouri (J.D., *Dean's List*, 2019)
- University of Missouri (B.A., 2011)

Memberships

- American Constitution Society
- American Association for Justice
- National Employment Lawyers Association
- Missouri Trial Lawyers Association

Languages

- Spanish

Honors & Awards

- American Constitution Society "Next Generation Leader," Class of 2018

The choice of a lawyer is an important decision and should not be based solely upon advertisements.

Publications

May 7, 2025

Washington State May Ease Pay Transparency Rules

February 28, 2023

Supreme Court: Highly Compensated Employees Must Be Paid a Salary to Avoid Overtime