

## Robert F. Friedman

Shareholder

Co-Chair, Arbitration Practice Group

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## Focus Areas

Arbitration

Appellate

Class Action

Discrimination and Harassment

Wage and Hour

## Overview

Rob Friedman is Co-Chair of Littler's Arbitration Practice Group and leads a national team of attorneys who have extensive experience drafting, promulgating, and enforcing employment arbitration agreements. Rob previously served as the Managing Shareholder of the firm's Dallas, Austin, and Fayetteville offices. He is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. Rob exclusively represents employers and litigates on behalf of management before state and federal trial and appellate courts, arbitrators, and state and federal agencies.

As one of the leading nationwide authorities on drafting and enforcing arbitration agreements, Rob is the founding chair of the firm's national Arbitration Practice Group. And he has successfully argued arbitration enforcement issues before state and United States Courts of Appeals, state Supreme Courts, and the United States Supreme Court. Rob's practice also includes significant nationwide experience representing businesses in wage and hour class and collective action litigation under the Fair Labor Standards Act and state law. And Rob litigates, arbitrates, and manages a large docket of employment discrimination, C-Suite executive disputes, and breach of contract cases.

Most commonly, Rob works with the following types of clients:

- Energy, oil and gas and drilling companies
- Hospital and healthcare providers

- Rent-to-own companies
- Retailers
- Service organizations
- Telecommunications companies
- Temporary and PEO agencies
- Transportation industry

Rob has authored numerous articles, chapters, and publications regarding arbitration, wage and hour matters, class action defense, and the WARN Act, and is a frequent presenter at legal events. He is frequently quoted by leading legal news publications.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Federal Labor Standards Subcommittee, American Bar Association
- Member, Dallas Bar Association
- Member, French-American Bar Association

## Recognition

- Named, The Best Lawyers in America®, 2012-2025
- Named, Dallas 500 - The Most Powerful Business Leaders in Dallas-Ft.Worth, *D CEO Magazine*, 2021-2022

## Education

J.D., Southern Methodist University, 1998, *cum laude*

B.A., University of Texas, Austin, 1991

## Bar Admissions

Texas

## Courts

U.S. Supreme Court  
U.S. Court of Appeals, D.C. Circuit  
U.S. Court of Appeals, 1st Circuit  
U.S. Court of Appeals, 3rd Circuit  
U.S. Court of Appeals, 5th Circuit  
U.S. Court of Appeals, 6th Circuit  
U.S. Court of Appeals, 7th Circuit  
U.S. Court of Appeals, 8th Circuit  
U.S. Court of Appeals, 9th Circuit  
U.S. Court of Appeals, 10th Circuit  
U.S. District Court, Northern District of Texas  
U.S. District Court, Eastern District of Texas  
U.S. District Court, Southern District of Texas  
U.S. District Court, Western District of Texas  
U.S. District Court, District of Colorado  
U.S. District Court, Eastern District of Michigan

## Languages

French

## Publications & Press

### **Court Strikes Down Overtime Salary Threshold Rule**

*Connecticut Business and Industry Association*

November 15, 2024

### **Federal Court Strikes Down Rule Raising Salary Threshold for White Collar Overtime Exemptions**

*Littler ASAP*

November 15, 2024

### **Ninth Circuit: “Transportation Exemption” Does Not Apply to Arbitration Clauses Between Corporate Entities or in Commercial Contracts**

*Littler ASAP*

April 23, 2024

### **U.S. Supreme Court Clarifies When the Federal Arbitration Act’s “Transportation Exemption” Applies**

*Littler ASAP*

April 15, 2024

**California Supreme Court Holds Plaintiffs with Arbitration Agreements Retain Standing to Pursue Non-Individual PAGA Claims in Court**

*Littler Insight*

July 18, 2023

**Ninth Circuit Eliminates Obstacles to Enforcement of Employment Arbitration Agreements in California**

*Littler Insight*

February 17, 2023

**Supreme Court Permits Arbitration of Individual PAGA Claims**

*Littler Insight*

June 17, 2022

**Federal Court Decision Protects Independent Contractor Status**

*Littler ASAP*

March 15, 2022

**Dallas 500 - The Most Powerful Business Leaders in Dallas-Fort Worth**

*D CEO Magazine*

2022 Edition

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Dallas 500 - The Most Powerful Business Leaders in Dallas-Fort Worth**

*D CEO Magazine*

2021 Edition

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**California AB 51 Bans Mandatory Employment Arbitration Agreements**

*ACC Docket*

November 12, 2019

**California AB 51 Bans Mandatory Employment Arbitration Agreements**

*Littler ASAP*

October 16, 2019

**House Passes Bill to Ban Mandatory Employment Arbitration Agreements**

*SHRM Online*

September 23, 2019

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Supreme Court Backs Employers with Arbitration Ruling**

*Workspan Daily*

April 25, 2019

**Supreme Court Confirms Class Arbitration May Not Proceed Unless Expressly Permitted by the Arbitration Agreement**

*Littler ASAP*

April 25, 2019

**Supreme Court Ruling Cuts Off Avenue To Class Proceedings**

*Law360 Tax Authority*

April 24, 2019

**Arbitration Pacts Get Supreme Boost Over State Contract Law**

*Bloomberg Law*

April 24, 2019

**Supreme Court Says Agreement to Arbitrate Classwide Claims Must Be Clear**

*SHRM Online*

April 24, 2019

**Supreme Court Strikes Down Classwide Arbitration Ruling**

*Business Insurance*

April 24, 2019

**SCOTUS: No Class Arbitration Without Clear-cut Agreements**

*HR Dive*

April 24, 2019

**Supreme Court Eliminates the "Wholly Groundless" Exception to Arbitration Agreements, Reinforcing the Force of Delegation Provisions**

*Littler ASAP*

January 14, 2019

**Littler Shareholder Robert Friedman Appointed Austin, Dallas and Fayetteville Office Managing Shareholder**

*Littler Press Release*

January 2, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Supreme Court ruling latest blow to Obama workplace law legacy**

*Washington Examiner*

May 21, 2018

**Supreme Court Upholds Lawfulness of Class and Collective Action Waivers in Arbitration Agreements**

*Littler ASAP*

May 21, 2018

**VIDEO: The Battle Over Arbitration Continues**

*Bloomberg Law*

May 16, 2018

**Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference**

*Bloomberg Law*

May 4, 2018

**Class Waivers at the High Court: the FAA's Mandate**

*Law360*

September 28, 2017

**Federal Court Invalidates New Overtime Rule**

*Littler ASAP*

September 5, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Putative Class and Collective Action Under Enjoined U.S. DOL Overtime Rule Appears to Face Strong Argument for Dismissal**

*Littler ASAP*

June 13, 2017

**Supreme Court Emphatically Defends Arbitration Agreements from State Interference**

*Littler Insight*

May 18, 2017

**Labor Agencies Would Face Rough Road Before Gorsuch**

*Law360*

February 1, 2017

**Supreme Court Will Review Three Cases Involving the Lawfulness of Class and Collective Action Waivers**

*Littler ASAP*

January 13, 2017

**Federal Court Blocks New Overtime Rule**

*Littler ASAP*

November 23, 2016

**Manhattan Institute: NLRB's Stance on Class Action Waivers Wrong**

*Legal Newsline*

October 26, 2016

**NLRB, Employers Urge Justices to Rule on Class Waivers**

*Bloomberg BNA*

September 12, 2016

**Ninth Circuit Finds Arbitration Agreement That Required Employees to Bring Claims in "Separate Proceedings" Illegal Under the NLRA**

*Littler ASAP*

August 23, 2016

**The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Can Employers Enforce Class-Action Waivers in Arbitration Agreements?**

*SHRM Online*

June 16, 2016

**A Whole Bunch of Dallas Workers Are About to Get Overtime Pay, Maybe**

*Dallas Observer*

May 18, 2016

**Is Your Business Ready for New Overtime Rules? DFW Experts Weigh In**

*Dallas Business Journal*

May 11, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler Attorneys Recognized Among the Nation's Most Powerful Employment Attorneys by Human Resource Executive Magazine® and Lawdragon**

*Littler Press Release*

June 17, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Littler Distinguished Among the Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

June 25, 2013

**Narrow Supreme Court Ruling Upholds Arbitrator's Decision that Parties' Agreement Permits Class Arbitration**

*Littler Insight*

June 12, 2013

**Supreme Court Upholds Decision Approving Class Action Arbitration**

*Littler ASAP*

June 11, 2013

**Supreme Court Upholds Decision Approving Class Action Arbitration**

*Littler ASAP*

June 11, 2013

**Class Action Attys React To High Court's Arbitration Ruling**

*Law360.com*

June 10, 2013



**Rent-A-Center Beats EEOC's Religious Bias Suit**

*Law360.com*

January 22, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Littler Attorneys Recognized As Nation's Most Powerful Employment Attorneys**

*Littler Press Release*

May 25, 2012

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Littler Press Release*

September 12, 2011

**Littler Names Rob Friedman and Henry Lederman Chairs of ADR Practice**

*Littler Press Release*

August 26, 2011

**Dukes v. Wal-Mart is a win for employers**

*InsideCounsel*

August 1, 2011

**Wal-Mart Ruling Convolutates Class-Action Landscape**

*Workforce Management*

July 5, 2011

**U.S. Supreme Court Rules in Favor of Littler Clients**

June 29, 2010

## **Speaking Engagements**

**2023 Dallas Regional Employer Conference**

Dallas, TX

August 3, 2023

**Arbitration Update: Is it Smooth Sailing After Viking River and What Can We Do to Avoid New Challenges?**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**The Enduring Value of Employment Arbitration Agreements Under Attack**

Littler Executive Employer Conference  
May 5, 2022

**Who Wants to Be a Lawionaire?**

Littler Executive Employer Conference  
May 5, 2022

**The Great Arbitration Debate: Do Employment Arbitration Agreements Still Make Sense for Employers?**

Association of Corporate Counsel CLE  
October 17, 2019

**One Year After #MeToo: The Legal Fallout and What's To Come**

Dallas, TX  
March 19, 2019

**Arbitration After Epic**

National Retail Federation HR and Employment Law Fall Meeting, New York, NY  
October 23, 2018

**Supreme Court Rules on Class and Collective Action Waivers**

May 24, 2018

**Supreme Court Rules on Class and Collective Action Waivers - Afternoon Session**

May 22, 2018

**Supreme Court Rules on Class and Collective Action Waivers - Morning Session**

May 22, 2018

**The Battle Over Arbitration Continues: The FAA, the NLRA and Other Lingerin Skirmishes**

Littler Executive Employer, Phoenix, AZ  
May 3, 2018

**The Current Status of Arbitration Agreements Under the New Administration and in the Courts**

May 11, 2017

**Arbitration Agreements: Attacks on Class Action Waivers**

National Retail Federation Annual Conference, Washington, D.C.  
October 28, 2016

**Attacks on All Fronts: FLSA Lawsuits, and the NLRB's Attacks on Arbitration Class Waivers**

American Petroleum Labor Lawyers Association Annual Conference, Houston, TX  
October 26, 2016

**Preparing for Change: DOL's Final Rule on Overtime and Brief Update on the Affordable Care Act**

Asian American Hotel Owners Association, Dallas, TX  
August 9, 2016

**Flanking Attacks and Other Maneuvers: How the Plaintiffs' Bar Defeats Arbitral Class Waiver Clauses**

May 5, 2016

**Hot Topics in Employment Law**

Corporate Counsel Section - Dallas Bar Association  
February 2, 2016

**Employment Law Resolutions for 2016**

Dallas, TX  
January 21, 2016

**Arbitration of Wage and Hour Claims**

9th Annual Labor and Employment Law Conference, American Bar Association, Philadelphia, PA  
November 7, 2015

**Resolving Wage & Hour Mass Actions**

JAMS, San Francisco, CA  
May 28, 2014

**Arbitration Wars! The Plaintiffs' Bar Strikes Back – The Threat of Mass Arbitrations, Other Tactics and What You Can Do About It**

Littler Mendelson, Phoenix, AZ  
May 9, 2014

**Arbitration: Pros and Cons – Debunking the Myths**

Corporate Counsel Section - Dallas Bar Association  
March 4, 2014

**The Great Arbitration Debate**

Dallas, TX  
January 30, 2014

**Independent Contractor Misclassification – Recent Initiatives and Trends**

Labor & Employment Law Section – Dallas Bar Association  
September 16, 2013

**Class Action Summit**

Pasadena, CA  
October 22, 2012

**The State of Covenants Not to Compete & Arbitration Agreements**

Annual In-House Symposium - Association of Corporate Counsel  
May 23, 2012

**Pressing Issues Facing Retailers—In the U.S. and Abroad**

New York, NY  
February 13, 2012

**The Federal Arbitration Act after AT&T Mobility, LLC v. Concepcion: What Companies, Consumers, Employees, and Counsel Need to Know**

Bloomberg BNA Webinar  
November 9, 2011

**Class Arbitration Issues Following Stolt-Nielsen and Concepcion**

Executives Summit - National Retail Federation, Dallas, TX  
October 12, 2011

**Class Action Summit**

Carlsbad, CA  
September 26, 2011

**AT&T v. Concepcion: What the Ruling Means to You**

June 21, 2011

**Arbitration Agreements: Clause and Effect**

August 27, 2010

**The Cutting Edge of Arbitration: What You Need to Know**

Annual Meeting - American Bar Association, San Francisco, CA  
August 9, 2010

**Arbitration Agreements: Clause and Effect**

Dallas, TX

August 4, 2010

**Books & Book Chapters**

- Plant Closings and Mass Layoff Notice Requirements, *Texas Association of Business and Chambers of Commerce*, Co-Author, 2000-2021
- *The Fair Labor Standards Act*, Treatise Supplement, Contributing Editor, 2005-2022
- *Littler on Employee Arbitration Agreements*, Co-author, 2016