



## Douglas N. Freifeld

Partner

Oakland

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### What can I solve for you?

Clients rely on me to represent them in collective bargaining negotiations, using my cordial and fair yet persuasive advocacy skills to reach the most optimal outcomes possible. I help them on a wide range of labor and employment and governance matters. I also serve as the firm's ethics counselor. Additionally, I conduct training sessions, sharing my knowledge about the dynamic public education law area.

### What's it like to work with me?

My innate ability in reading people helps me identify their motivations and establish and maintain productive relationships with all parties involved in a matter, whether they're individuals, opposing counsel or labor representatives. These skills pay dividends for my clients and help avoid costly conflicts—or resolve them early on. I enjoy strategizing with others and working through difficult problems to achieve good results, and I always provide clients with honest assessments of their risks.

## Overview

Drawing on four decades of experience as an attorney, Douglas Freifeld focuses his practice on collective bargaining and other labor and employment law matters, professional ethics and governance issues. Representing California public entities, including school and community college districts, superior courts, special districts, and housing authorities, Doug provides outstanding value through understanding clients' interests and the interests of valued partners and stakeholders in order to find agreements and other mutually beneficial resolutions.



In addition to his expertise in collective bargaining, Doug regularly handles labor arbitrations and administrative hearings, frequently appearing before California's Public Employment Relations Board (PERB) and other administrative bodies. With a strong belief that a foundation of good labor relations makes everything else run smoothly, Doug excels in high-level conflict resolution.

With a congenial and practical approach, Doug knows how to bring people together. He's gratified to work with his team to find common ground, compromise astutely, and resolve matters satisfactorily. His in-depth understanding of negotiation techniques, including interest-based bargaining (IBB), as well as his ability to explore and achieve creative solutions, enable him to assist clients in crafting resolutions to seemingly intractable problems.

As F3's Ethics Counsel, Doug ensures the firm's attorneys stay rigorously observant of the requirements of the California State Bar's Rules of Professional Conduct and other law practice mandates. He's proud to help F3 colleagues remain focused on client-centered priorities. Additionally, Doug shares his broad and deep knowledge as a frequent trainer in numerous subjects including ethics, Brown Act and Public Records Act compliance, unconscious bias, harassment and discrimination awareness and prevention, due process issues, investigation techniques, and a recent focus of interest: artificial intelligence in the workplace.

## Involvement

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### Professional Affiliations

- Former Country Liaison, Belarus – American Bar Association
- Former Country Director, Russian Federation – American Bar Association

## After School

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When I'm not practicing law, I enjoy hiking, kayaking and creating mosaics and other tile works.

## Education

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- Columbia Law School (J.D.)
- Stanford University (B.A., *with distinction*)

## Admissions

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### Bar Admissions

- California

### Court Admissions

- U.S. Supreme Court
- U.S. Court of Appeals, Ninth Circuit
- U.S. District Court, Central District, California
- U.S. District Court, Eastern District, California
- U.S. District Court, Northern District, California
- U.S. District Court, Southern District, California

## Related Services

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- Employment Law
- Governance & Leadership
- Investigations
- Labor Relations & Negotiations

## Related Clients

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- Public Agencies
- Public Education K-12

## Languages

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- Russian
- Spanish

## Presentations

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- CALPELRA Annual Conference 2020



- California Council of School Attorneys 2019, 2021
- School Employers Association of California, Negotiators Certification Program 2018-2021