



James B. Fernow

Partner

Los Angeles

jfernnow@f3law.com

D 323.330.6304



What can I solve for you?

I offer clients highly effective and efficient counsel on a wide range of legal issues, including those that arise in labor and employment, collective bargaining and school board governance matters. Clients value the seen-it-all experience and creative thinking I provide in crafting and helping them implement the best strategies to achieve the most optimal outcomes possible.

What's it like to work with me?

I understand education law inside and out, build close relationships with my clients, and bring a calming influence to the situations they encounter. They fully understand that they can ask any question and I'll answer it clearly and concisely in a way they'll best understand. Perhaps most importantly, clients know they can always count on me and that I care deeply about them and their matters. I resolve their legal issues so they can accomplish their important mission: educating students.

"I am proud to help public school districts to run efficiently, so that educators can focus their time, attention and expertise on what really matters, teaching our students."



Overview

Highly regarded for providing top-tier client service, James B. “Jay” Fernow brings a deep well of knowledge and strong legal acumen to his labor and employment practice in counseling public agencies across California. Jay draws on a combination of practical guidance and innovative approaches to help clients with the daily management of employees, arbitrations, discipline and dismissals, certificated layoffs and leaves of absence.

Known for his ability to connect with all parties involved around the negotiation table, Jay advises clients on all facets of collective bargaining, including union negotiations, impasse, mediation and fact-finding. In these matters, he quickly identifies the truly important issues and understands when and how to advocate vigorously for his clients. He always maintains his polite and professional demeanor, which gains the respect of allies and adversaries alike.

Jay serves as a member of the Board of Directors for the North American Educational Negotiators Association, the only international professional organization of educational negotiators comprising management experts in K-12 districts, community colleges and universities. As a leader in NAEN, Jay lends his collective bargaining knowledge and experience to educational management negotiators across the United States and Canada. He encourages them to engage in open dialogue, collaboration and informational exchanges, while addressing current and emerging issues affecting collective bargaining in the educational arena. His active participation in this important organization enhances his ability to serve clients.

Additionally, Jay counsels clients on the full spectrum of school board governance issues. He also advises agencies on Brown Act and policy matters, public records and student disciplinary matters. With years of experience in civil litigation matters, he calmly and effectively helps clients in every phase of what can be a complex and emotionally challenging litigation process, including written discovery, depositions, trial preparation and court appearances.

A popular speaker and guest lecturer, Jay often delivers workshops on labor and legal matters to groups at the National School Boards Association, California School Boards Association and the Association of California School Administrators, as well as school districts throughout California.

Jay currently serves as a member of the Management Committee, providing oversight and guidance on the firm’s operation.

Involvement

Professional Affiliations

- Member of the Board of Directors for the North American Educational Negotiators Association, or NAEN

After School

My wife and I have two young children so I spend a lot of my time at home with the kids playing with Nerf toys, building Lego sets, and engaging in other fun, creative activities. Golf has always been a passion of mine, and I also like to watch reality TV as well as all kinds of sports.

Education

- University of Arizona (J.D.)
- University of Arizona (B.A.)

Admissions

Bar Admissions

- California

Related Services

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

Related Clients

- Public Education K-12