



Robert F. Friedman

Shareholder

Co-Chair, Arbitration Practice Group

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Practice Areas

Arbitration

Appellate

Class Action

Discrimination and Harassment

Wage and Hour

Overview

Rob Friedman is the Co-Chair of Littler's Arbitration Practice Group, leading a national team of attorneys with extensive experience in drafting, promulgating, and enforcing employment arbitration agreements. Previously, Rob served as the Managing Shareholder of Littler'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, litigating on behalf of management before state and federal trial and appellate courts, arbitrators, and state and federal agencies.

As a leading nationwide authority on drafting and enforcing arbitration agreements, Rob has successfully argued arbitration enforcement issues before state and United States Courts of Appeals, state Supreme Courts, and the United States Supreme Court. His 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. Additionally, 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, Wage and Hour Committee, American Bar Association
- Member, Bar Association of the Fifth Federal Circuit
- Member, Dallas Bar Association
- Member, French-American Bar Association

Recognition

- Named, The Best Lawyers in America®, 2012-2026
- 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

Languages

French

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

Publications & Press

California High Court Limits Use of Formatting and “Fine Print” Arguments to Defeat Arbitration

Littler ASAP

February 6, 2026

California Supreme Court Takes a Bite Out of the Rigid Application of Arbitration Fee Deadlines: Hohenshelt v. Superior Court

Littler ASAP

August 13, 2025

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

Littler ASAP

November 15, 2024

Court Strikes Down Overtime Salary Threshold Rule

Connecticut Business and Industry Association

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 ASAP

July 18, 2023

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

Littler ASAP

February 17, 2023

Supreme Court Permits Arbitration of Individual PAGA Claims

Littler ASAP

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

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

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

Press Release

August 15, 2019

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

Littler ASAP

April 25, 2019

Supreme Court Backs Employers with Arbitration Ruling

Workspan Daily

April 25, 2019

SCOTUS: No Class Arbitration Without Clear-cut Agreements

HR Dive

April 24, 2019

Supreme Court Strikes Down Classwide Arbitration Ruling

Business Insurance

April 24, 2019

Supreme Court Says Agreement to Arbitrate Classwide Claims Must Be Clear

SHRM Online

April 24, 2019

Arbitration Pacts Get Supreme Boost Over State Contract Law

Bloomberg Law

April 24, 2019

Supreme Court Ruling Cuts Off Avenue To Class Proceedings

Law360 Tax Authority

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

Press Release

January 2, 2019

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

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

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 ASAP

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

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

Press Release

August 18, 2015

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

Press Release

August 18, 2014

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

Press Release

June 17, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

Littler Distinguished Among the Nation's Most Powerful Employment Attorneys

Press Release

June 25, 2013

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

Littler ASAP

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

Press Release

September 7, 2012

Littler Attorneys Recognized As Nation's Most Powerful Employment Attorneys

Press Release

May 25, 2012

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

Press Release

September 12, 2011

Littler Names Rob Friedman and Henry Lederman Chairs of ADR Practice

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

In the News

June 29, 2010

Events & Speaking Engagements

The Arbitration Wake-Up Call: Mass Tactics, Administrator Rule Changes, Endless California Loopholes and Surprises, and the Transportation Worker Exemption

August 28, 2025

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

Who Wants to Be a Lawionaire?

Littler Executive Employer Conference

May 5, 2022

The Enduring Value of Employment Arbitration Agreements Under Attack

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

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

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

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