



WASHINGTON ARBITRATION
& MEDIATION SERVICE



Clifford Freed

MEDIATOR • ARBITRATOR

WAMS Mediator Certification: 1996

Expertise Areas:

- Employment
- Discrimination
- Labor
- Disability Rights
- General Civil & Tort Litigation
- Professional Negligence

Accomplishments:

Mr. Freed practiced law with Frank Freed Subit & Thomas in Seattle for 32 years, until his retirement from the firm in December of 2016 to focus exclusively on his neutral practice. While at the firm, he emphasized the representation of plaintiffs in all matters relating to employment. He also represented several labor unions, including the Seattle, Lynnwood (Community Transit), and Everett transit unions, and Office and Professional Employees Local 8. Mr. Freed additionally represented and counseled several small and medium-sized employers and non-profits, and represented executives in contract negotiations and disputes. He has served as an independent investigator for several federal agencies, and is also an adjunct Professor of Law at Seattle University School of Law, where he has taught Employment Law, Employment Discrimination, and Legal Writing for Employment Law.

Mr. Freed has been serving as a mediator since 1996. His experience encompasses cases involving all aspects of discrimination, harassment and retaliation, wage and hour disputes and employment-based claims involving private and public employers, including partnership disputes. These claims typically arise under 42 U.S.C. Section 1983, the Washington Law Against Discrimination, Title 7 of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Family Medical Leave Act, state and federal wage and hour laws, among many others, as well as other employment-related common law claims. He also has considerable experience with class action litigation.

While he practiced, Mr. Freed was perennially named a Washington "Super-Lawyer" by Law and Politics magazine, and was Washington "Lawyer of the Year" in 2013 for Labor Law. Since retiring from his law practice, he has been named a "Super-Lawyer" in the area of Alternative Dispute Resolution. Mr. Freed is also a fellow in the College of Labor and Employment Lawyers, and a fellow in the American College of Civil Trial Mediators. He was also perennially recognized in Best Lawyers in America, and is a member in the National Academy of Distinguished Neutrals. He often lectures on a variety of employment-related subjects for bar associations and professional groups, employer organizations and unions.

Education:

- University of Washington Mediation Skills Training, 1996
- USA&M Mediator Training, 1996
- J.D., Seattle University School of Law (cum laude) (1984), Achievement Scholarship in 1982 and 1983, Managing Editor of the Law Review
- B.A., Brooklyn College (1971)

Affiliations:

Washington Arbitration & Mediation Service • Washington Employment Lawyers Association • King County Labor and Employment Law Section (former Chair and Trustee) • American Bar Association • National Academy of Distinguished Neutrals • College of Labor and Employment Lawyers, Fellow • American College of Civil Trial Mediators, Fellow