



Harold Sol Freeman

March 13, 1933 - October 15, 2024

US ARMY

FREEMAN, Harold S., age 91, passed away on October 15, 2024, beloved husband for 62 years of Barbara L. Freeman, devoted father of Douglas (Rochelle) Freeman of St. Louis, MO., Brian (Martine) Freeman of Israel and Mitchell (Natalie) Freeman, dear brother of the late S. David Freeman, loving grandfather of Alon, Omer, Hadas, Jenna and Drew Freeman, great-grandfather of Shahar and Nili Freeman.

Funeral services will be held on Monday, October 21, 2024 at 1:00PM at Weil Kahn Funeral Home, 8350 Cornell Road Cincinnati, Ohio 45249 with burial to follow at Northern Hills Cemetery, 5375 Sidney Road Green Township, Ohio 45238. Services will be LIVESTREAMED https://webcast.funeralvue.com/events/embed_viewer/105669. Following burial, everyone is welcome to Cedar Village, 5467 Cedar Village Drive Mason, Ohio 45040, for Shiva on Monday, October 21, 2024 at 4:00PM. Shiva will also be observed on Tuesday at 4:00PM for close friends and family.

In lieu of flowers, memorial contributions to Northern Hills Synagogue would be greatly appreciated.

Cemetery Details

Northern Hills Cemetery

5375 Sidney Road
Green Township, OH 45238

Previous Events

Funeral Service

OCT **21**. 1:00 PM - 1:30 PM (ET)

Weil Kahn Funeral Home
8350 Cornell Road
Cincinnati, OH 45249

Tribute Wall



“ Weil Kahn Funeral Home created a Webcast in memory of Harold Sol Freeman



Weil Kahn Funeral Home - October 18, 2024 at 09:32 AM



“ <https://www.facebook.com/share/sijM49ntNC45VTGc/>

Doug Freeman - October 29, 2024 at 04:07 PM



“ 10/27/2024

Dear Family & Friends,

Putting together short videos from old Freeman photos to do something constructive mourning and honoring Dad and my high school yearbook advisor Tom Norman:

(1) <https://www.facebook.com/share/r/irB5AvQ3tMJvL4U7/>

(2) <https://www.facebook.com/share/r/VcTEsrktAkjBWeq6/>

(3) <https://www.facebook.com/share/p/8m9aKuNAqkiF1fNw/>

Love,

Doug

Doug Freeman - October 27, 2024 at 10:30 AM



“ 10/27/2024

Dear Family & Friends,

Putting together short videos from old Freeman photos to do something constructive mourning and honoring Dad and my high school yearbook advisor Tom Norman:

(1) <https://www.facebook.com/share/r/irB5AvQ3tMJvL4U7/>

(2) <https://www.facebook.com/share/r/VcTEsrktAkjBWeq6/>

(3) <https://www.facebook.com/share/p/8m9aKuNAqkiF1fNw/>

Love,

Doug

Doug Freeman - October 27, 2024 at 10:29 AM

SK

“ I was Harold's first mentee at Dinsmore. He was extremely patient with me for which I have always been grateful. The time frame about which I write was the early 70s, around the time Brian (I believe) was born.

P&G owned an operating division, Buckeye Cellulose Corp. that was headquartered in Memphis TN but managed two of the largest woodland harvest operation in the world: one in Taylor County, FL; the other in Grand Prairie, Alberta, Canada. At that time, P&G's employees throughout the world were represented by "local" unions with no national or international labor union affiliations.

In Taylor County, local negotiations broke down, a strike ensued, and the employees voted in an NLRB sanctioned election to be represented by the International Pulp Sulfite and Paper Mill Workers of America. Since this was P&G's first negotiations with an international union, the company called on Harold to negotiate the collective bargaining agreement. His marching orders from the eight floor of P&G were to concede no more than had last been offered to the local union before the strike.

I accompanied Harold to Taylor County to "keep the piece" so to speak while Harold devoted his attention to the all-important negotiations.

The negotiations commenced with the international represented by a bunch of labor organizers, unskilled in negotiations, who literally handed Harold a "standard labor agreement" for the paper mill industry and instructed Harold to "just sign it." Harold launched into a calm, professional, and respectful five minute tutorial summarizing the U.S. Supreme Court's definition of "good faith bargaining" under Taft Hartley. The opposition was flummoxed and asked for a break so they could get their own lawyer to deal with Harold.

Two days later, some hot shot labor lawyer from Tampa flew into Taylor County in his private plane and handed Harold a new agreement that also was "standard for the industry" and would not be compromised in any way.

In labor law, it is an unfair labor practice to retrench from a previous concession. The hot shot from Tampa had not bothered to review the union's previous proposal and was unaware of the fact his

"standard contract" negated numerous previous concessions. Harold was salivating and hired a court reporter to transcribe the next bargaining session. (Try finding a court reporter in Taylor County.)

Harold had copiously compared the two union proposals and noted each retrenchment by book, chapter and verse. It is key to note that union organizers commit unfair labor practices all the time. It is unethical for a labor attorney to acquiesce to or to foster, let alone participate in an unfair labor practice.

At the next bargaining session, court reporter clacking away, Harold began to outline the depth of the retrenchment in positions which was due to nothing more than careless indifference to detail by the union and its various representatives. When the Tampa Hot Shot realized the predicament, he had created for himself, he started back-tracking and begged Harold to go back to the original union proposal. Politely and respectfully, Harold stated that he was not done until he closed out his comparative analysis 400 transcribed pages later. Needless to say, Harold was in complete control of the negotiations thereafter. A significant feather in his cap and a total victory for P&G that would have positive repercussions for the company whenever confronted by an international union thereafter. Many gaff and joke about Harold's propensity for detail. Despite the humorous anecdotes about "detail," no one would argue that Harold was a master at organizing detail to the positive benefit for his clients and Dinsmore.

It was an honor to have known and worked for Harold, God bless his family

Skip Kunst, retired 2009.

Skip Kunst - October 21, 2024 at 10:24 PM



10/22/2024: Skip, This is exactly the type of story that we Freemans may have never known due to Dad's humbleness. We knew he had a "velvet hammer", was persistent, and detailed. We absolutely knew at the time and since you had a special professional fondness for Dad. Now we understand better why. Thank you so much for sharing and keeping Dad's stories and achievements alive. With deepest appreciation, Doug at DougAaronFreeman@gmail.com

Doug Freeman - October 22, 2024 at 03:09 PM

GD

*“ My sincere condolences to the Rochelle, Douglas and the family.
Gayle Dorshow*

Gayle Dorshow - October 21, 2024 at 02:07 PM



Thank you very much! ❤️, DougAaronFreeman@gmail.com

Doug Freeman - October 21, 2024 at 09:40 PM

DJ

“ Harold and Barbara Freeman moved their family into my school district when I was in the 3rd grade. Our teacher that year, Mrs. Stuart, called me over to her desk one day and told me that a new boy named Doug was joining our class. She asked whether I would agree to have adjoining desks with Doug and to help him adjust to life at Concord Elementary School. Of course, I said yes, in part because responsible positions for 3rd grade students were few and far between – and I think “milk monitor” had already been filled! Doug and I have been close friends for over 50 years. Doug’s house was within walking distance from that elementary school, so some afternoons I’d find myself at his house when his father got home from his work at a downtown Cincinnati law firm. Mr. Freeman was a kind, generous, and thoughtful man, who always greeted us kids with smiles and encouraging words. The Freemans, like my own parents, were fiercely supportive of their children and instilled in them the importance of both good manners and good hearts. Harold Freeman will be missed, but his generous spirit lives on in his children. Our thoughts and prayers are with Barbara, Doug, Brian, Mitchell and the entire extended Freeman family.

David W. Johnson
Madison, Wisconsin

David W. Johnson - October 21, 2024 at 12:09 AM



Thank you very much! ❤️, DougAaronFreeman@gmail.com

Doug Freeman - October 21, 2024 at 09:40 PM

LA

“ *Laura E Atkinson lit a candle in memory of Harold Freeman*



Laura E Atkinson - October 19, 2024 at 05:16 PM



Thank you very much! ❤️, DougAaronFreeman@gmail.com

Doug Freeman - October 21, 2024 at 09:41 PM

BG

“ *My condolences to you and your family. May his me memory be a blessing.*



Buddy Goldstein - October 19, 2024 at 12:00 PM



Thank you very much! ❤️, DougAaronFreeman@gmail.com

Doug Freeman - October 20, 2024 at 07:49 PM

LL

“ *"We have such fond memories of the Freeman family from our Sturbridge days. Please accept our heartfelt sympathy on the loss of your husband and dad. Our thoughts are with you during this difficult time May his memory be a blessing. Martin and Lesley Loon and family.*

lesley loon - October 19, 2024 at 07:07 AM



Thank you very much! ❤️, DougAaronFreeman@gmail.com

Doug Freeman - October 20, 2024 at 10:03 PM

DF

“ *Doug Freeman lit a candle in memory of Harold Sol Freeman*



Doug Freeman - October 18, 2024 at 08:50 AM

DF

“ *Doug Freeman sent a virtual gift in memory of Harold Sol Freeman*



Doug Freeman - October 18, 2024 at 08:49 AM



Thank you all very much! ❤️, DougAaronFreeman@gmail.com

Some have asked how to make a tribute / contribution / donation. To do so, please click onto <https://nhs.shulcloud.com/payment.php>

Doug Freeman - October 20, 2024 at 07:56 PM

DF

“ Dad had been declining, yet he was in no pain.

I got to say goodbye, and now I'm determined to honor him in the positive light in which he will always shine!

G-d does not seem to make them anymore like Harold Sol Freeman.

Definitely part of the Greatest Generation. A true officer and gentleman.

May the stories never cease, and may Dad's civility, zest for life, intelligence, and humanity perpetually make this world a better place.

A fabulous American Dream story full of life for all his 91+ years.

I am so proud to be his son!

https://www.weilkahnfuneralhome.com/m/obituaries/Harold-Freeman-7/Memories?fbclid=IwY2xjawF9Zg5leHRuA2FlbQIxMQABHTeH83gSFIAu0QGjNoGjznD7Lo2WQ-rqdxluUlugKnGMBb3vHCs4JKvlp_g_aem_MNechyHRkWxZ0KIJA6MuLA

Love,

Doug

Douglas A. Freeman, AMCM, CIE, JD

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DougAaronFreeman@gmail.com

www.linkedin.com/in/DougAaronFreeman

<https://www.facebook.com/doug.freeman.75470>

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attachments. Thank you.

Doug Freeman - October 18, 2024 at 08:49 AM

DF

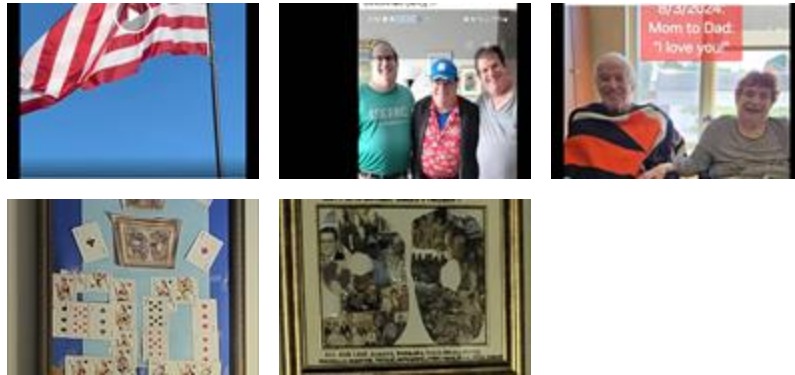
“ *Doug Freeman lit a candle in memory of Harold Sol Freeman*



Doug Freeman - October 18, 2024 at 08:48 AM

DF

“ *6 files added to the tribute wall*



Doug Freeman - October 18, 2024 at 08:45 AM

DF

“ *Doug Freeman sent a virtual gift in memory of Harold Sol Freeman*



Doug Freeman - October 18, 2024 at 12:01 AM

DF

“ *Doug Freeman lit a candle in memory of
Harold Sol Freeman*



Doug Freeman - October 18, 2024 at 12:00 AM

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I'm so proud to be his son!



DougAaronFreeman@gmail.com

Cell: (636) 236-9642

Doug Freeman - October 18, 2024 at 12:00 AM

DF

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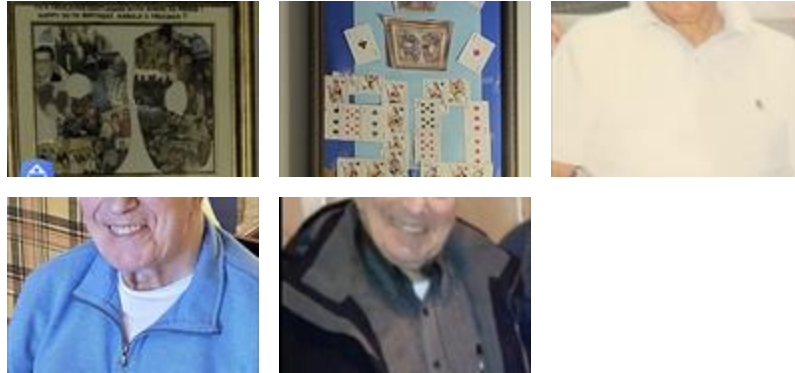
DougAaronFreeman@gmail.com

Cell: (636) 236-9642

Doug Freeman - October 17, 2024 at 11:58 PM

DF

“ 5 files added to the tribute wall



Doug Freeman - October 17, 2024 at 11:56 PM

DF

“ Doug Freeman sent a virtual gift in memory of Harold Sol Freeman



Doug Freeman - October 17, 2024 at 11:53 PM

DF

“ Doug Freeman lit a candle in memory of Harold Sol Freeman



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Doug Freeman - October 17, 2024 at 11:52 PM

PS

“ I worked with Harold for many years as a legal secretary. I felt I finally made it when I got a holiday candy basket from Harold which meant I was part of the labor and employment department. He was always nice to everyone no matter their position in the firm. He will be deeply missed.

Patty Sammons - October 17, 2024 at 12:03 PM

DF

“ Doug Freeman sent a virtual gift in memory of Harold Sol Freeman



Doug Freeman - October 17, 2024 at 06:02 AM

DF

“ My Dad passed peacefully Tues-Oct-15-2024 @ 9:24 PM EDT. Mom, Mitch, Natalie, Drew, and I were with him.

My Dad had been declining. He was in no pain; I got to say goodbye, and now I'm determined to honor him in the positive light he will always shine! G-d does not seem to make them anymore like Harold Sol Freeman. Definitely part of the Greatest Generation. A true officer and gentleman. May the stories never cease, and may my Dad's civility, zest for life, intelligence, and humanity perpetually make this world a better place. A fabulous American Dream story full of life for all his 91+ years. I am so proud to be his son!

Dad's funeral is Mon-Oct-21-2024 @ 1 PM EDT at Weil Kahn Funeral Home, 8350 Cornell Rd., Cincinnati, OH 45249 (not Northern Hills Synagogue).

There will be a private burial.

A public Shiva dinner will take place Mon-Oct-21-2024 starting at 4 PM EDT at Majestic Care of Cedar Village (CV), 5467 Cedar Village Dr., Mason, OH 45040.

A private Family meal and Shiva occurs Tues-Oct-22-2024 starting at 4 PM EDT at CV.

https://www.weilkahnfuneralhome.com/m/obituaries/Harold-Freeman-7/Memories?fbclid=IwY2xjawF9Zg5leHRuA2FlbQlxMQABHTeH83gSFIAu0QGiNoGjznD7Lo2WQ-rqdxluUlugKnGMBb3vHCs4JKvlp_g_aem_MNechyHRkWxZ0KIJA6MuLA

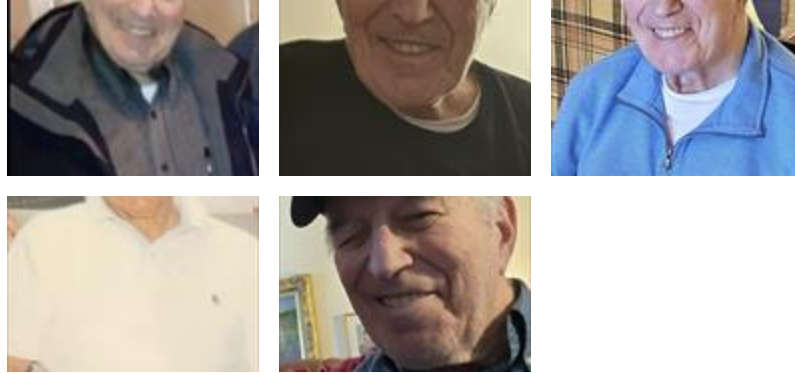


Doug

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Doug Freeman - October 17, 2024 at 05:58 AM

GZ

“ *Our deepest sympathy on your loss. Harold was a weekly visitor at our family Shabbat meals many years ago. So many good memories. We will be away and unable to attend the funeral and shiva but please know we are thinking of all of you.*

Gail and Fred Zeifman - October 16, 2024 at 01:45 PM