

NORMAN BRAND, ESQ.

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Present Occupation: Arbitrator/Mediator

Business Address:

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
Fellow, The American College of Civil Trial Mediators
Fellow, American College of Employee Benefit Counsel
Fellow, College of Labor and Employment Lawyers

EDUCATION:

JD	Law	University of California, Davis, 1975
PhD.	English	Arizona State University, 1971
BA	English/ Biology	State University of New York, 1966

CERTIFICATIONS:

Law – New York, 1984
Law – California, 1976

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1983 – Present: Full-time Arbitrator/Mediator. **1993-1997,** Adjunct Professor, Hastings College of Law. **1978-1983,** Professor, Albany Law School. **1976-1978,** Labor Counsel, Emergency Financial Control Board for New York City. **1975-1976,** Executive Assistant to the Director, NYS Governor's Office of Employee Relations.

INDUSTRIES:

Aerospace, Advertising, Agriculture, Automotive, Bakery, Banking, Beverage, Building Products, Broadcasting, Canning, Chemicals, Clothing, Communications, Construction, Dairy, Education, Electrical Equipment, Electronics, Entertainment/Arts, Food (Manufacturing/Processing/Service), Health Care, Hotels/Motels/Casinos/Resorts, Hospitals/Nursing Home, Lumber, Machinery, Maritime, Meat Packing, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Petroleum/Petrochemicals, Pharmaceuticals, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Public Sector (State, City, County, Federal), Pulp and Paper, Refrigeration/HVAC, Restaurants, Retail Stores, Shipbuilding/Dry-Dock, Sports, Tile, Transportation, Trucking and Storage, Utilities, Warehousing.

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty/Personal), Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (Age, Disability, Race, Sex, Religion, National Origin), Drug/Alcohol Offenses, Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation), Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, New Contract Terms (Police & Fire Interest Arbitration), Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

PERMANENT PANELS:

AC Transit Retirement Board; Affiliated Hospitals of San Francisco/CAN; AT&T/CWA/TIU; AT&T Mobility LLC and CWA District; California State University and CSUEU; California State University and California Faculty Association; City of Oakland/Oakland Police Officers Association/IAFF; City of Sacramento Sump 2 Improvements

Project; City & County of San Francisco/SEIU; Clark County, Nevada & SEIU Local 1107; Clark County School District and Clark County Education Association; County of Sacramento; County of Santa Clara/CCPOA; Department of Personnel Administration and California State Employees Association; Health & Welfare Trust Fund/SEIU Local 22; Internal Revenue Service and National Treasury Employees Union; National Association of Air Traffic Specialists; National Master United Parcel Service Agreement, the Western Conference of Teamsters Supplemental Agreement and Northern California Package Rider and Northern California Sort Agreement; Sacramento Independent Hotel, Restaurant and Tavern Employees, Welfare and Pension Trusts; Safeway, Inc. and Teamsters Local 439; San Francisco Bay Area Rapid Transit District and BART Police Officers Association; Santa Clara Valley Water District & IFPTE Local 21; Seton Medical Center/CAN; State of California/CCPOA; Teamsters Local 150 Fluid Milk and Ice Cream Agreement; Teamsters Local 533 and Disposal Services; United States Postal Service/National Association of Letter Carriers; University of California and CUE Teamsters Local 2010; Valley Clerks & Drug Employers/Health & Welfare Trust Fund; Walt Disney Parks & Resorts and American Guild of Variety Artists; Writer's Guild of America/Alliance of Motion Picture & Television Producers; Yolo County Office of Education/CSEA

ARBITRATION ROSTERS:

AAA Commercial Arbitration Panel; AAA ERISA/MPPAA and Employee Benefits Panels; AAA Large Complex Case Panel; AAA Mediator Panel; AAA National Employment Disputes Panel; AAA National Panel of Labor Arbitrators; AAA Tribal Labor Panel; Alternative Dispute Resolution Services; California Academy of Distinguished Neutrals; California PERB; California State Mediation & Conciliation Service; Contra Costa Superior Court ADR Program; Department of Labor Mediation Program; Federal Mediation and Conciliation Service; Lockheed Martin and IAMAW; National Mediation Board; Oregon Employment Relations Board; San Francisco Civil Service Commission.

PUBLISHED CASES:

For Interest Arbitration Cases See: <http://www.lawmemo.com/arb/arbitrator/brand.norman.htm>

City of Stockton -- December 9, 1996, 108 Lab. Arb. (BNA) 1201

UAW Local 2350 and CSEA, SEIU Local 1000 Grievance: 401(k) Plan Dispute
July 8, 1996, 1996 WL 931806

Z and Lafayette Park Hotel April 25, 1996, 1996 WL 932598 (Arb.)

Salt Lake Police Association and Salt Lake City Corporation, Salt Lake City Police Department
January 23, 1996, 1996 WL 932599 (Arb.)

Paratransit, Inc. -- June 3, 1993, 100 Lab. Arb. (BNA) 981

Webster Central School District -- April 7, 1983, 80 Lab. Arb. (BNA) 1138

Greenwich Central School District (NY) and Greenwich Teachers Association
November 22, 1996, 334 Arb in the Schools, December 1997

DOD, Dependents Schools, Tokyo, Japan and NEA/OEA, 94. FLRR2-1265 LAIRS 21634;
FMCS 94-02109, July 16, 1994

SIGNIFICANT PUBLICATIONS:

Editor in Chief, *Discipline and Discharge in Arbitration*, 2nd ed. (BNA:2008); *Labor Arbitration: The Strategy of Persuasion*, Second Edition (San Francisco: 2006); Editor, *How ADR Works* (BNA:2002); Co-Author, *Designing Integrated Conflict Management Systems*, (Cornell Studies in Conflict and Dispute Resolution: 2001); *ADR Personalities and Practice Tips*, Chapter 8, ABA Section of Dispute Resolution (Washington, D.C.: 1998); "Due Process in Arbitration," in Bornstein and Gosline *Labor and Employment Arbitration*, (Matthew Bender: 2000); *Labor Arbitration: The Strategy of Persuasion*, (PLI: 1987); "Learning to Use the Mediation Process - A Guide for Lawyers," 47 *Arbitration Journal* 6 (December, 1992), *reprinted in* Craver & Brunet eds. *Alternative Dispute Resolution*, (MICHIE, 1997).

FEES: Labor-Management Cases

PER DIEM FEE: \$2,000

CANCELLATION FEE: \$2,000