

NORMAN BRAND, ESQ.

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Present Occupation: Arbitrator/Mediator

Business Address:

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators
Association for Conflict Resolution
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, 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, 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/CNA; Calif. State Univ., Long Beach and CSEA; City of Oakland/Oakland Police Officers Assoc./IAFF; City & County of San Francisco Municipal Attorneys Assoc.; City & County of San Francisco/SEIU; Federal Aviation Admin./PASS (AVN); Health & Welfare Trust Fund (Sacramento)/SEIU Local 22; IRS and NTEU; Metropolitan Water Dist. of Southern Calif./AFSCME Local 1902; Nat. Assoc. of Air Traffic Specialists; Pacific Bell/CWA/TIU; Sacramento Independent Hotel, Restaurant and Tavern Employees Welfare and Pension Trusts; San Francisco Bay Area Rapid Transit District and BART Police Officers Assoc.; San Benito Foods/Teamsters Local 890; Screen Actor’s Guild/Alliance of Motion Picture & Television Producers; Seton Medical Center/CNA; Southern Calif. Edison/IBEW Local 47; State of Calif./CCPOA; State of California/Department of Forestry Employees Assoc.; Teamsters Local 150 Fluid Milk and Ice Cream Agreement; Teamsters Local 533 and Disposal Services Panel; United States Postal Service/National Association of Letter Carriers; Univ. of the Pacific/IBT Local 439; UPS/Norcal Supplemental Agreement Panel; Valley Clerks & Drug Employers/Health & Welfare Trust Fund; Writer’s Guild of American/Alliance of Motion Picture & Television Producers; Yolo County Office of Education/CSEA.

ARBITRATION ROSTERS:

AAA Agency Fee Panel, National Employment Disputes Panel, ERISA/MPPAA, Employee Benefits Panels, Large Complex Case Panel, Mediator Panel, National Panel of Labor Arbitrators, Commercial Arbitration Panel; Action Dispute Resolution Services; California PERB; California Mediation/Conciliation Service; City Employee Relations Board; 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:

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); Editor in Chief, *Discipline and Discharge in Arbitration*, (BNA:1998); *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: \$1600

CANCELLATION FEE: \$1600