

**Norman Brand**

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Present Occupation: Arbitrator – Mediator  
Current Employer: Self-employed  
Years Worked as Arbitrator: 30 years

**Work History:** Arbitrator/Mediator, Private Practice, 1978-present; Adjunct Professor, Hastings College of the Law, 1992-1997; President, Impartial Enterprises, Inc., 1985-88; Professor, Albany Law School of Union Univ., 1978-83; Ad Hoc Mediator; New York State Public Employment Relations Board, 1978-83; Labor Counsel, Emergency Financial Control Board, City of New York, 1976-78; Executive Assistant, New York State Director of Employee Relations, 1975-78; Editorial Consultant/Technical Writer, 1972-75; Professor of English, University of California at Davis, 1970-72; Professor/Consultant, Council on Legal Education Opportunity, 1969-74

**Education and Professional Associations:** Univ. of Calif. at Davis (JD-1975); Arizona State Univ. (Ph.D. 1971); Arizona State Univ. (M.A. 1969); Harpur College, State Univ. of N.Y., Binghamton (B.A. 1966); Past President, Calif. Dispute Resolution Council, 1998; Fellow, College of Labor and Employment Lawyers; Fellow, American College of Employee Benefit Counsel; California Bar Association (Labor and Employment Law Section, Secretary, 1988); American Bar Association -Labor Law Section, ADR Section, Science and Technology Section; International Foundation of Employee Benefit Plans (American Arbitration Committee, Chair, 1990); National Academy of Arbitrators, Chair, Northern Calif. Region (1990-1992); President, Industrial Relations Assoc. of No. Cal. (1994-1995), American Association for the Advancement of Science.

**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. and CSUEU; 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; Sacramento Independent Hotel, Restaurant and Tavern Employees Welfare and Pension Trusts; San Benito Foods/Teamsters Local 890; Screen Actor's Guild/Alliance of Motion Picture & Television Producers; SBC/CWA/IIU; 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

**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).

**Fee Schedule:** \$1600 per diem for all or any part of a hearing day effective 1/1/08  
\$1800 per diem for all or any part of a hearing day effective 1/1/09

**Cancellation Policy:** Thirty calendar days notice If 3 or more hearing dates are scheduled, 50 calendar days notice.

**Travel Charges Policy:** Travel expenses charged from Portland