

Norman Brand
Labor-Management Arbitrator
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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

PROFESSIONAL AFFILIATIONS

- College of Labor and Employment Lawyers (Fellow, Board of Governors)
- The American College of Employee Benefits Counsel (Fellow)
- The American College of Civil Trial Mediators (Fellow)
- Bar Association of San Francisco, Labor & Employment Law Section, Executive Committee
- National Academy of Arbitrators, (Past Regional Chair)

EDUCATION

University of California, Davis, J.D., 1975
Arizona State University, Ph.D. (English), 1971
Harpur College, State University of New York Binghamton, B.A. (English, Biology), 1966

ARBITRATION ROSTERS

- AAA ERISA/MPPAA and Employee Benefits Panel
- AAA Large Complex Case Panel
- AAA Mediator Panel
- AAA National Employment Disputes Panel
- AAA National Panel of Labor Arbitrators
- AAA Tribal Labor Panel
- ADR Services
- California Academy of Distinguished Neutrals
- California PERB
- California State Mediation & Conciliation Service
- Federal Mediation and Conciliation Service
- National Mediation Board
- Oregon Employment Relations Board

PERMANENT PANELS

- AC Transit Retirement Board
- AT&T/CWA/TIU
- California State University and CSUEU
- California State University and California Faculty Association
- City & County of San Francisco / SEIU
- Clark County, Nevada & SEIU Local 1107
- Clark County School District and Clark County Education Association
- County of Santa Clara / CPOA
- Teamster Local 150 Fluid Milk and Ice Cream Agreement
- Health & Welfare Trust Fund / SEIU Local 22
- Kaiser / CNA
- Lockheed Martin and IAMAW

- Santa Clara Valley Water District & IFPTE Local 21
- Seton Medical Center / CNA
- State of California / SEIU Local 1000
- State of California / CCPOA
- Teamsters Local 533 & Disposal Services
- University of California / CUE Teamster Local 2010
- Walt Disney Parks & Resorts and American Guild of Variety Artists
- Yolo County Office of Education / CSEA

SELECTED PUBLICATIONS

- Co-Editor in Chief (with M. Biren), [*Discipline and Discharge in Arbitration*](#), 3rd ed. (BNA: 2015), in press
- *Labor Arbitration: The Strategy of Persuasion*, 2nd ed. (San Francisco: 2006)
- Editor, [*How ADR Works*](#) (Washington: BNA, 2002)
- Co-Author, *Designing Integrated Conflict Management Systems* (Cornell Studies in Conflict and Dispute Resolution: 2001)
- *ADR Personalities and Practice Tips*, Chapter 8, American Bar Association - Section of Dispute Resolution (Washington: 1998)
- “Due Process in Arbitration,” in Bornstein and Gosline *Labor and Employment Arbitration*, (Matthew Bender:1994, 2000)
- “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)

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

FEES & CANCELLATION POLICIES

\$2,500 *per diem* charge applies to all or any part of a hearing day. If a hearing exceeds eight hours in a single day, there will be a second *per diem* charge. *Per diem* charge applies pro rata to actual time spent reviewing testimony, exhibits, and processing Opinion and Award. Two days of study time will ordinarily be charged for a one day hearing. Late cancellation fee: *Per diem* charge applies for all postponed or cancelled dates unless more than 30 calendar days’ notice. If three or more consecutive dates scheduled, 50 calendar days’ notice required. Travel and subsistence expense where applicable. Bills are due and payable upon receipt by parties. Unpaid bills accrue interest of 1% per month (12.68% APR).

TRAVEL CHARGES POLICY: Travel expenses charged from Portland.