

**Norman Brand, Esq.**  
**ERISA/MPPAA Resume**

150 Lombard Street, Suite 3  
San Francisco, CA 94111-1133  
Phone: (415) 982-7172  
Fax: (415) 982-8021  
Email: [nb@normbrand.com](mailto:nb@normbrand.com)  
Web: [www.normband.com](http://www.normband.com) (calendar at web site)

**Experience**

Over 30 years' experience as arbitrator and mediator in over 3000 labor, pension, employment, and other cases. Cases include labor-management disputes over discipline, discharge, and new contract terms; MPPAA withdrawal liability (including complex actuarial issues), trust fund collections, trustee deadlocks, and trust fund transfers of assets and liabilities; ERISA claims in health, retirement, and top hat plans; employment arbitrations and mediations involving age, sex, race, national origin discrimination, and sexual harassment; wrongful termination, executive contracts and compensation, statutory and employment issues in computer hardware, pharmaceuticals, and biomedical products. Other disputes involved trade secrets, intellectual property, environmental contaminants, medical and scientific issues. Serve as a member of the Institutional Review Board at the University of California, San Francisco. Named a Northern California "Super Lawyer" in ADR for 2006, 2007, 2008, 2009 and 2010.

**Work History**

Arbitrator, Mediator, Full-time Neutral, Self-employed, 1983-present; Adjunct Professor, Hastings College of the Law, 1992-1997; President, Impartial Enterprises, Inc., 1985-88; Professor, Albany Law School of Union University, 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.

**Professional Affiliations**

The American College of Employee Benefit Counsel (Fellow); International Foundation of Employee Benefit Plans (Arbitration Committee, Past Chair); College of Labor and Employment Lawyers (Fellow); The American College of Civil Trial Mediators (Fellow); National Academy of Arbitrators, (Past Regional

Chair); California Dispute Resolution Council (Past President); California Academy of Distinguished Neutrals; California State Bar Association (Labor and Employment Law Section, Past Secretary); American Bar Association (Labor and Employment Law Section).

**Education:**

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

**Publications (Partial List)**

Co-Editor in Chief, *Discipline and Discharge in Arbitration*, 2<sup>nd</sup> ed. (BNA: 2008); *Labor Arbitration: The Strategy of Persuasion*, 2<sup>nd</sup> ed. (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); *Legal Writing: The Strategy of Persuasion*, (St. Martin's Press: 3<sup>rd</sup> ed. 1993).

**Relevant Published Cases:**

<http://www.lawmemo.com/arb/arbitrator/brand.norman.htm>

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

**Relevant Panels:**

AC Transit Retirement Board  
Health & Welfare Trust Fund/ SEIU Local 22  
Sacramento Independent Hotel, Restaurant and Tavern Employees Welfare and Pension Trusts

**FEES:** \$3,500 per day hearing fee. \$500 per hour for all study and preparation time. Late cancellation fee: Daily hearing fee for all 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 thirty (30) days after receipt by parties. Unpaid bills accrue interest of 1% per month (12.68% APR).