

Norman Brand, Esq.
ERISA/MPPAA Resume

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EXPERIENCE

Over 35 years' experience as arbitrator and mediator in over 3,700 labor, pension, employment, and other cases. Cases include 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. Named a Northern California "Super Lawyer" in ADR every year since 2006. Outside member of the Institutional Review Board at the University of California San Francisco Cancer Center, since 2007.

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 (President 2017, Board of Governors, Secretary, Treasurer, Vice President);
- National Academy of Arbitrators, (Past Regional Chair);
- California Dispute Resolution Council (Past President);
- Bar Association of San Francisco, Labor & Employment Law Section (Executive Committee (2010-2020));
- National Academy of Distinguished Neutrals;
- California State Bar Association (Labor and Employment Law Section, Past Secretary);
- American Bar Association (Labor and Employment Law Section).

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

PUBLICATIONS (Partial List)

- Brand, Norman. Rev. of *Toward a New Federal Law of Arbitration*, by Thomas E. Carbonneau. *Dispute Resolution Magazine* (Summer 2015:24-27). Print.
- Co-Editor in Chief (with M. Biren), [*Discipline and Discharge in Arbitration*](#), 3rd ed. (BNA: 2015);
- *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).
- “Due Process in Arbitration,” in Bornstein and Gosline *Labor and Employment Arbitration*, (Matthew Bender: 1994, 2000).
- *ADR Personalities and Practice Tips*, Chapter 8, American Bar Association - Section of Dispute Resolution (Washington: 1998).
- Co-author (with J.O. White), *Legal Writing: The Strategy Of Persuasion*, 3rd ed., (St. Martin's Pres: 1993).

RELEVANT PUBLISHED CASES

- For Interest Arbitration and Trustee Deadlock cases, see 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

\$6,000 per day hearing fee. \$750 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 upon receipt by parties. Unpaid bills accrue interest of 1% per month (12.68% APR).