



FRED D. BUTLER, ESQ.

100 First Street
27th Floor
San Francisco, CA 94105
(415) 772-0900 Tel.
(415) 772-0960 Fax

www.adrservices.com

Fred D. Butler is a full-time arbitrator and mediator of commercial disputes, including but not limited to personal injury, insurance, employment matters such as labor disputes, termination, race, sex, disability discrimination and family medical leave issues; civil rights disputes and culturally sensitive matters. Mr. Butler also serves as a neutral in residential real estate disputes, including homeowners' associations, landlord-tenant matters and construction and development issues. He is also available for neutral fact finding and investigations.

A licensed attorney with over sixteen years experience representing parties before civil matters and in administrative courts in employment and insurance regulatory matters. Mr. Butler also served as Executive Director of a government agency in the Northeastern part of the country. His current practice is devoted entirely to Alternative Dispute Resolution (ADR).

He obtained his undergraduate degree from Rutgers University in New Jersey in 1974 and a Masters in Public Policy Administration from New York University in 1977. Mr. Butler graduated from the Hastings College of the law in 1986 where he currently serves as an Adjunct Professor of the College's Center for Negotiation and Dispute Resolution. He has studied at the National Judicial College and has been trained by the American Arbitration Association, SPIDR Advanced Employment Practices Institute and the National Academy of Arbitrators. He has lectured at several law schools, trained internal mediators for several large organizations and has written several articles on mediation techniques and ADR policy matters.

Mr. Butler has received hundred of hours of training, including but not limited to the following: "The Dispute Resolution in Employment Advanced Practices Institute," Society for Professionals Involved in Dispute Resolution (SPIDR), Boston, Mass.; San Francisco, CA; "Work Place ADR," Alliance for Resolution, Corte Madera, California; "Mediation under the ADA," Key Bridge Foundation, Arlington, VA; "Transformative Mediation Skills", U.S. Postal Service Redress Program, Los Angeles, CA; "EEO Investigator Training, Conflict Resolution Academy, Atlanta, GA; Administrative Hearing Process," National Judicial College Reno, NV; Advanced Arbitrator Training, National Academy of Arbitrators/Federal Mediation & Conciliation Service; "Employment Arbitration", American Arbitration Association, San Francisco, CA; "Commercial Arbitration Training", "Employment Arbitration Training", American Arbitration Association; "Arbitration Training", National Association of Security Dealers Regulation (NASD); "Resolution of Urban Public Policy Disputes", Eaglet Institute for

Public Policy, New Brunswick, New Jersey; "Mediation Skills", Peninsula Conflict Resolution Center and San Francisco Community Boards; "Advanced ADR Skills," ADR & San Mateo County; "Mediation, Theory & Practice," Santa Clara School of Law. "Mediation Skills", U.S. Federal District Court; "Mediation Skills", First Appellate District, Superior Court of California.

Mr. Butler serves as an arbitrator and mediator for a number of organizations and courts including the Equal Employment Opportunity Commission, Department of Justice ADA-Weybridge Foundation, UCS Problem Resolution Center, National Center for Employment Dispute Resolution/Forest Service Agency, San Francisco Civil Service Commission, Alameda County Retirement Board, San Francisco Office of Fair Labor Standards; National Mediation Service; American Arbitration Association, U.S. Federal District Courts – Northern California, California First District Appellate Courts, Kaiser Permanente; NASD; U.S. Postal Service/American Postal Workers Union; San Francisco, San Mateo and Solano County Superior Courts, Federal Mediation and Conciliation Service, California State Mediation and Conciliation Service, and others.

In addition, Mr. Butler also serves as volunteer for a number of organizations. He is a past Co-Chair of the Bar Association of SF Arbitration Committee; Past President of the Board of Trustees of the Mediation Society; Past President of the Northern California Mediation Association (NCA), a former appointed member of the California State Bar ADR Committee and Northern California SPIDR (now ADD-NC), Past President of the Board of Directors of Community Boards of SF, the City's Conflict Resolution Program. Mr. Butler serves as a pro-bono Hearing Officer and Mediator for the San Francisco Office of Citizen Complaints and a volunteer for the Peninsula Conflict Resolution Center in San Mateo, CA. Mr. Butler is also the Past President of the Hastings College of the Law Alumni Association.

EXAMPLES OF CASES HANDLED AS A MEDIATOR AND ARBITRATOR

Wrongful termination claims against large corporations, including multinational groups.

Discrimination and EEO claims where actions were brought alleging race, sex and age, harassment, disability and Family Medical Leave Act matters.

Labor grievances between organized labor unions and employers.

Disputes between large residential community associations (condominium) and individual owners concerning CC& R's and other matters.

Environmental disputes between large manufacturer, neighborhood and business organizations.

Malpractice claims against professionals involved in the real estate and building industry.

Disputes arising from Real Estate purchase and sale transactions.

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Commercial Real Estate Lease and intellectual property agreements.

Disputes between landlords and tenants.

Civil rights complaints against government entities, including police misconduct.

Claims against health plans by members concerning treatment options and denials.

Personal injury claims, involving automobiles, slip and falls and civil battery.

Disputes between growers, buyers and sellers in the agricultural industry.

Claims between National moving companies and shippers' of goods.