

Fred D. Butler, Esq.
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Fred D. Butler is a arbitrator and mediator of disputes, including employment matters such as wrongful, termination, executive compensation, race, sex, disability & age discrimination, and family medical leave issues; civil rights disputes & culturally sensitive matters; residential real estate disputes, including homeowners associations, landlord-tenant matters, construction and development issues. personal injury, insurance matters such as agent-broker/customer disputes and conservation & liquidation matters, securities,

He is a former practicing Attorney with over sixteen year's experience representing parties before civil and administrative courts. Prior to becoming an attorney, Mr. Butler served as Executive Director of a government agency in the Northeastern part of the country and from 1989 to 2004 served as a Sr. Counsel for the State of California.

He obtained an undergraduate degree from Rutgers' University in New Jersey in 1974 and a Masters in Public Administration from New York University in 1977. He graduated Hastings College of the law in 1986, where he currently serves as an Adjunct Professor at the Center for Negotiation & Conflict Resolution. In addition he has studied at the National Judicial College, He has also lectured at several other law schools, trained internal mediators for several large organizations and written several articles on mediation techniques and ADR policy matters.

Mr. Butler has served as a Mediator for a number of organizations and courts including the Equal Employment Opportunity Commission, Center for Employment Dispute-Resolution, US. Forest Service Agency, Department of Justice-KeyBridge Foundation, U.S. Postal Service Redress Program, National Mediation Service; American Arbitration Association, ADR Services, Diverse ADR, U.S. Federal District Courts, California Appellate Courts, NASD, San Francisco, San Mateo & Solano County Superior Courts as well as others..

Mr. Butler also serves as volunteer for a number of organizations. He is a past President of the Board of Trustees of the Mediation Society; Past President of the Northern California Mediation Association, Past President of Community Boards of SF, the City's Conflict Resolution Program. A pro-bono

Hearing Officer and Mediator for the San Francisco Office of Citizen Complaints and a volunteer Mediator for the Peninsula Conflict Resolution Center in San Mateo, CA. He is a former appointed member of the California State Bar ADR Committee and Northern California ACR. He is also 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 matters where claims were brought alleging race, sex and age discrimination, 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 & building industry.
- Disputes arising from Real Estate purchase and sale transactions.
- Commercial Real Estate Lease and intellectual property agreements.
- Disputes between landlords & tenants.
- Civil rights complaints against government entities
- Claims against health plans by members concerning treatment options & denials.
- Personal injury claims, involving automobiles, slip & falls and battery.

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