

**Andrea L. Dooley, Arbitrator**  
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## **Rates for Labor Arbitration, Factfinding and Grievance Mediation**

### Per Diem

The fee is \$2,400 per day for each day of hearing. A hearing day is any portion of a day up to eight hours. Time for research and preparation of the Opinion, Award or Report is prorated at an hourly rate of \$300 per hour.

### Cancellation

If the scheduled hearing is postponed or cancelled with notice of less than 21 calendar days, the per diem rate for each day of hearing shall be charged if another cannot be set in its place.

### Expenses

There are no charges for routine copying, phone, clerical or incidental office expenses. Parties are charged for the actual cost of reasonable travel and case-related expenses, including airfare and other transportation (e.g., car rental, parking, taxi), food, and lodging. Automobile mileage is charged at the applicable IRS expense rate for use of my personal vehicle.

### Travel Time

There is no charge for travel time in the Bay Area. If more than two hours of travel time are needed for round trip travel to and from the hearing location, travel time is \$200 per hour.

### Individual Cases

Cases involving an individual grievant or employee who is not represented by a union or employee organization will require a deposit of the cost of one hearing day prior to scheduling the hearing. The deposit will be applied to any costs incurred by the parties and will be refunded in full if the hearing is cancelled 21 calendar days before the scheduled day of hearing.

### Interim Billing

At my discretion, the parties may be billed on an interim basis after each phase of the case, such as after a day of hearing.