

Andrea L. Dooley, Arbitrator
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Rates for Labor Arbitration, Factfinding and Grievance Mediation
Effective August 25, 2025

Per Diem

Effective September 1, 2025, the fee for each day of hearing is \$3000 per day for each day of hearing. A hearing is any portion of the day up to eight hours. Hours of hearing in excess of eight hours will be billed at an hourly rate of \$450 per hour. Time for the research and preparation of the Opinion, Award or Report is prorated at an hourly rate of \$450 per hour.

Pre-Hearing Conferences

There is no charge for a thirty minute pre-hearing conference to be held via videoconference at least one week prior to the day of hearing.

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 Policy

Effective January 1, 2022, I do not accept cases which require in-person hearings outside of the Bay Area and Sacramento regions. Parties who select me from outside those regions are agreeing to conduct video hearings. 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 \$250 per hour.

Individual Cases

I no longer accept cases involving an individual grievant or employee who is not represented by a union or employee organization.

Interim Billing

The parties may be billed on an interim basis at my discretion.