

Hearing Procedures and Fee Schedule

LABOR ARBITRATION • INTEREST ARBITRATION • FACT-FINDING

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Grievance arbitration, interest arbitration and statutory fact-finding for employers and unions in the public and private sectors. Hearings in person across Southern California and in Massachusetts, or online.

How a hearing runs

- 01 Appointment and disclosure**
On selection I send a written disclosure of any past relationship with the parties, their representatives or witnesses, consistent with the Code of Professional Responsibility for Arbitrators of Labor-Management Disputes. Either party may raise a concern before the hearing is scheduled.
- 02 Scheduling and pre-hearing**
Dates are offered within 1–2 days of notification of appointment. A pre-hearing conference is available at the request of the parties to address any pre-hearing issues.
- 03 The hearing**
Hearings run informally but in order: opening statements, examination and cross-examination, exhibits received as they are used, and a full opportunity for rebuttal. I ask questions when I need to understand the evidence, not to advocate. Interpreters are accommodated.
- 04 Record and briefs**
The record closes on receipt of post-hearing briefs or, where the parties prefer, closing argument. Briefing schedules are set at the hearing and kept.
- 05 The award**
The award normally issues within 21 days of the record closing.

Fees and cancellation

PER DIEM	\$2,000 for each hearing day (any part of a day up to eight hours).
STUDY AND AWARD WRITING	Normally billed at 2 days for each day of hearing, consistent with common FMCS roster practice.
PRE-HEARING CONFERENCES AND OTHER TIME	\$375 per hour.
TRAVEL	No charge within Los Angeles, Ventura and Orange counties. Beyond those counties, one half-day per diem (\$1,000) plus actual expenses.
CANCELLATION	Fewer than 28 days' notice: one half-day (\$1,000), unless the hearing is rescheduled and heard. Fewer than 14 days' notice: one full day (\$2,000), unless the hearing is rescheduled and heard.
BILLING	Fees are shared equally unless the agreement provides otherwise. No docketing or administrative fee, and no charge for clerical time or copying.

Video hearings

I conduct hearings by video where the parties agree, using a platform that supports breakout rooms for caucuses, screen-shared exhibits and a recorded or reported record.

Fact-finding

For California public-sector impasses under the MMBA, EERA and HEERA, I serve as a factfinder or fact-finding panel chair, applying the statutory criteria and issuing findings and recommended terms within the statutory timeline.