Hearing Procedures and Fee Schedule

LABOR ARBITRATION · INTEREST ARBITRATION · FACT-FINDING

John A. Swarbrick Law
26565 West Agoura Road, Suite 200
Calabasas, CA 91302
818.620.9486 · john@jaswarlaw.com
jaswarlaw.com

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, as the Code of Professional Responsibility for Arbitrators of Labor-Management Disputes requires. 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 on request.

03 **The hearing**
Hearings are informal but orderly: opening statements, examination and cross-examination, exhibits received as used, and a full opportunity for rebuttal. I ask questions only to understand the evidence, never to advocate. Interpreters can be arranged.

04 **Record and briefs**
The record closes when post-hearing briefs arrive or, if the parties prefer, after 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 (or any part of a day). Per diem is charged for each full or partial day of hearing, study, and/or award preparation.
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	Cancellations of confirmed hearing dates occurring 14 days or less prior to the hearing date will be invoiced at the per diem rate for each scheduled day, unless rescheduled. Cancellations or postponements of confirmed hearing dates occurring 14 to 28 days prior to the hearing date will be invoiced at 50% of the per diem rate for each scheduled day, unless rescheduled.
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

Where the parties agree, I hold hearings virtually.

Fact-finding

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