

**Wayne González Marshall**  
*Arbitrator ♦ Mediator*

**FEES AND POLICIES**

Below is an overview of the arbitrator's service fees, expenses, payment process and cancellation policies.

**PER DIEM RATE:** The per diem rate is \$1,200 per day for each day of hearing. A hearing day is any portion of a day up to eight hours. The per diem rate is applied on a pro-rata hourly basis for time researching and preparing the award, opinion or report, as well as for any pre-hearing or post-hearing motions or conference calls.

**CANCELLATIONS:** Scheduled hearings that are cancelled or postponed with less than 21 calendar days' notice will be charged the per diem rate.

**EXPENSES:** The parties will be charged for the actual cost of reasonable travel expenses including airfare, other forms of ground transportation (e.g., car rental, taxi ), parking, as well as necessary lodging and meals. Automobile mileage will be charged at the applicable IRS rate for use of my personal vehicle. There are no charges for routine expenses such as copying, phone usage, clerical, or incidental office expenses.

**TRAVEL TIME:** For the Southern New England States and the Tri-State Area, there is no charge for travel time unless more than 3 hours are needed for round-trip travel (i.e., from New Haven to the hearing location and back). Travel time in excess of that will be billed at \$150 per hour. Travel time to any location in New England or the Tri-State Area shall not exceed \$900 per round-trip. Travel time for locations outside of New England or the Tri-State Area will be billed at \$150 per hour, not to exceed \$1,800 per round trip.

**PAYMENT POLICY:** All charges are to be borne equally by the parties unless the parties agree to a different allocation of charges. All charges are due within 30 days, as will be reflected as the due date on my invoices. In the event a grievant is not represented by a union and the employer has not agreed to pay all fees and expenses, the grievant is required to pay an advance deposit to ensure payment. The amount of the advance deposit will be based on an estimate of per diem, travel, travel time, lodging and meal expenses. The deposit is subject to the above cancellation provision.