

**ROBERT A. CREO, ESQUIRE  
LABOR ARBITRATOR  
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**LABOR ARBITRATION FEE SCHEDULE**

**PER DIEM: \$2,000. + Travel Expenses**

This is based on a hearing of up to ten (10) hours including travel time. Study days are seven (7) hours. Hearings, including by Zoom or other video platform are considered the same as any hearing. There are no separate administrative fees, copying or postage charges. There are no separate fees for issuance of any subpoena or for scheduling conference or Zoom calls.

Hearing and travel time in one calendar day which exceeds ten (10) hours is billed as an additional full or one-half day. Travel to a hearing which requires an overnight stay is generally billed an additional one-half day if portal-to-portal travel time is less than five (5) hours. All travel expenses are reimbursed at actual cost or applicable IRS mileage rate, including non-refundable airline or other charges.

**BILLING SCHEDULE**

interim bills are sent following the hearing date and will include any incurred travel expenses. A final billing statement will be sent upon issuance of the Opinion & Award. Payment is due within 20 days of the billing date. Late payments will incur a 1% charge per month starting after 30 days.

**CANCELLATION & POSTPONEMENT POLICY**

The following fees will be charged once a hearing is scheduled:

*Appearance Fee* (in-route or arrived at hearing venue) ... 1 Day, plus travel time + expenses

*Within 30* calendar days of the scheduled date of the hearing ..... 1 Day

*More than 30* calendar days prior to the hearing ..... 1/2 Day

Any incurred non-refundable travel reservations expenses are also billed regardless of when notice of cancellation was received.

Multiple hearing dates or dates exclusively reserved for travel will also be billed since these dates are unavailable for other cases.

The parties may substitute a different case in the same location and on the same date without charge if the original case has been settled or withdrawn.

if one party is solely assuming the cost for any fees, the arbitrator must be notified in writing at the time of the postponement or withdrawal.

**Joint and Several Retention** Parties agree that they are jointly and severally liable for my fee and expenses for services and Liability, Jurisdiction that jurisdiction and venue for any dispute concerning my fees for services shall be resolved in the venue of Pittsburgh, Allegheny County, Pennsylvania.

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