

**Colman R. Lalka**  
**Arbitrator - Attorney at Law**  
Practice Limited to Labor Arbitration/Mediation

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**ARBITRATOR'S FEE AND EXPENSE SCHEDULE**  
**CONTRACT FOR SERVICES**

**PROFESSIONAL SERVICES: PER DIEM - \$950.00**

**TRAVEL TIME - Per Diem Fee** charged in ¼ Day increments as expended.  
(From and return to closest of Madison, Cleveland, or Columbus, Ohio)

**HEARING - 1 per diem MINIMUM** for each day scheduled.  
(Hearing time in excess of 8 hours in any one day is payable in additional ¼ day per diem increments.)

**RESEARCH, STUDY, DELIBERATIONS & DRAFTING - Per Diem Fee** charged in ¼ day increments, as expended.

**EXPENSES ADVANCED:**

**TRAVEL** (when necessary) from and return to Madison, Cleveland, or Columbus, Ohio (closest location):  
AUTO: Mileage at IRS rate  
OTHER: Full Reimbursement

**ACCOMMODATIONS AND MEALS** (when necessary): Full Reimbursement

**INVOICES**

Invoices are payable net 30 days. The forum for any dispute regarding payment of the Arbitrator's invoice shall be any court of competent jurisdiction in Madison, Lake County, Ohio. Fees and expenses divided equally between the parties unless parties' labor agreement or controlling legislation provides otherwise. Should a party refuse or otherwise fail to pay its apportioned share, each and every party to be jointly and severally liable for all fees and expenses.

**CANCELLATION OR POSTPONEMENT OF HEARING, FOR ANY REASON, WILL RESULT IN THE FOLLOWING CHARGES TO THE PARTIES:**

**NOTICE OF CANCELLATION OR POSTPONEMENT LESS THAN ONE CALENDAR MONTH** (excluding date of notification) before established date(s) - 1 Per Diem for each reserved hearing date, plus travel time and expenses if incurred.