

**Michael E. Cavanaugh, J.D.**  
**Arbitration & Mediation**  
**1004 Commercial Avenue #369**  
**Anacortes, WA 98221**

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**FEE SCHEDULE**  
**EFFECTIVE OCTOBER 1, 2008**  
**THROUGH SEPTEMBER 30, 2009**

**Labor Arbitration**

**Per Diem:** \$1200.00 per day for travel, hearing and motions, review of record, research, and preparation of written decision and award, billed in one-half day increments. Hearings are billed with a one-day minimum charge.

**Expenses:** reimbursement of reasonable expenses of travel, hotel, meals, parking, mileage, etc.

**Cancellation Fees:** one-half day per scheduled day of hearing for matters cancelled more than fourteen days prior to start of scheduled hearing; one full day per scheduled day of hearing for matters cancelled fourteen days or fewer prior to start of hearing.

**Statutory/Contract Arbitration**

**Hourly Rate:** \$240 per hour for hearing and preparation of written decision, including prehearing proceedings and travel time (outside the Greater Seattle area); reimbursement of reasonable expenses

**Mediation**

\$240.00 per hour including preparation, also travel time (outside the Greater Seattle area)

**Terms**

Invoices due on receipt