

# E. R. SCALES, Esq.

## ARBITRATOR

---

### Arbitrator's Fee Schedule and Data Sheet

- Services: Arbitration
- Experience: Thirty Years (30) As a Practicing Labor Arbitrator (*Since* 1989):  
Issues in Arbitration include, but are not limited to: Arbitrability; Contract Application and Interpretation; Discharge; Discipline; Job Evaluation; Layoff; Recall; Vacation.  
Industries include, but not limited to: Gas & Electric; Health Care; Manufacturing & Service Industries. Public Sector: Corrections, Police, Fire, Education, Government.
- Thirty-three Years (33) In H.R. & L.R. as Labor or Management Representative (Retired):  
Birmingham Public Schools: Interim Assistant Superintendent, Human Resources, 2007-2008; Executive Director Personnel Relations & Benefits, 1992-2008  
Detroit Public Schools: Assistant Director: Personnel (1987-89) & Benefits (1990-92).  
Detroit Federation of Teachers, (Local 231, MFT, AFT, AFL-CIO - 1975-86)  
Director of Staff: 1981 – 86; Administrative Assistant, 1975-80 (14,000 members)
- Licenses: Michigan Bar & the Federal Bar (1986); Michigan 30 Hour Continuing Elementary (1972) and Secondary Teaching Certificates (1975).
- Education: Wayne State University, Detroit Michigan: College of Education, Bachelor of Arts, 1968 & Master of Arts, 1972; College of Law, Juris Doctorate, 1986  
Graduate of the 1987 Minority & Women Arbitrator Development Program, presented by the Federal Mediation & Conciliation Service, American Arbitration Association, Michigan Employment Relations Commission, Wayne State University, & Michigan State University.
- Panels: American Arbitration Association (AAA) (1989)  
Federal Mediation and Conciliation Service (FMCS) (2008)  
Wayne County (Michigan) & Police Officers Association of Michigan (POAM) (1997)
- Fee: \$1,200.00 per day (*Per Diem*)
- Cancellation: Full day per diem if canceled 14 or fewer days before hearing. If the same hearing must be rescheduled more than three times because a party requests rescheduling, the charge is \$1,200 for each rescheduling after the second one, charged to the party seeking rescheduling regardless of the number of days before the hearing the request is made.
- Docketing: \$300.00 one-time fee, for scheduling & calendaring, *waived* if case proceeds to hearing.
- Expenses: As necessary:
- Travel: The current IRS mileage rate for each mile driven, each way during arbitration; actual round-trip cost of airfare or train fare. Plus, *Per Diem* for plane/train.
- Lodging: If hearing is two (2) or more hours away, one way and if more than one day at such a distance; or if at such a distance as to make travel by commercial means necessary or if weather conditions make safe travel back from arbitration hazardous.
- Meals: Reasonable, actual, cost of meals, if required to "travel" & stay more than one day (one arbitration day is defined as 6 working hours – excluding any "lunch" break).

Arbitration Fee Schedule/Last Update: June 30 ,2018: – (Self-Printed)