

**COST OF REPRESENTATION FOR NON-MEMBERS
IN THE BARGAINING UNIT**

Delegate Representation: \$ 150.00/hr. (2 hour minimum)
Delegate representation consists of IAB Interviews, CIRT/TRB Process, Performance Appraisal Reviews, Pre-Discipline Meetings, Grievance Hearings, Non-Confirmation Hearings, Pre-Termination Hearings and Arbitrations.

Other costs as accrued:

Legal:

Outside Counsel:	\$ 300.00/hr.
Paralegal:	\$ 150.00/hr.
Secretarial:	\$ 55.00/hr.

Other costs as accrued:

All costs and expenses of the arbitration are to be borne by the non-member. This amount must be paid prior to the Association beginning its representation. The average costs and expenses for the Association's half of an Arbitrator for an arbitration hearing is \$1,800.00. If the Arbitrator's fees are more than estimated, the non-member is required to pay that amount once the Arbitrator's invoice is received. This does not include Legal Representation Fees or expert witness fees. Legal Representation Fees average \$10,000.00. The non-member must pay advance legal fees of \$3,000.00 before Legal Representation will commence.

The Association has decided the following minimum prepaid fees must be paid for the following services:

Delegate Representation:	\$ 150.00/hr. (2 hour minimum)
Arbitration Fees:	\$ 3,000.00
Costs:	\$ 1,800.00

Revised 5/25/16