



MERO

MASHANTUCKET EMPLOYMENT RIGHTS OFFICE

Notice of Revised Interpretation of Cost Sharing for MERO Boards

For Proceedings under the
Mashantucket Pequot Labor Relations Law

The Mashantucket Pequot Labor Relations Law, Title 32, M.P.T.L., requires that parties to proceedings before a Mashantucket Employment Rights Office (MERO) Board share equally in the costs and fees of the proceedings. Any prior interpretations of the MERO with respect to the cost sharing requirement are hereby revised as follows:

MERO Board Members: Each party shall be responsible for the costs of its party-appointed MERO Board member. The parties shall share equally the costs of a presiding officer. The manner in which the MERO Board members are appointed does not affect the payment responsibilities of the parties.

Fees: Absent agreement of the parties otherwise, any fees associated with the appointment or service of the presiding officer or the proceedings generally shall be shared equally by the parties, including without limitation AAA arbitrator list fees and hearing transcription services. Any fees specific to a particular party are the responsibility of that party.

Invoices: All invoices shall be submitted to the MERO. The MERO will forward invoices to the appropriate parties for payment. Payment is required to be made directly to, and invoice disputes addressed directly with, the individual or entity that issued the invoice. Parties shall provide confirmation of payment to the MERO.

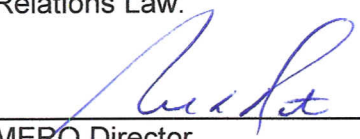
Frequency of Invoices: Invoices shall be solicited and forwarded to the parties after the case proceedings are concluded or at such other times as determined by the MERO Director. Invoices received more frequently than quarterly may not be forwarded to the parties immediately upon receipt.

Timing of Payment: Payment should be made upon receipt of an invoice and in no event later than thirty (30) days after receipt by a party.

Failure or Refusal to Pay: Failure or refusal to pay outstanding invoices may result in adverse consequences, including without limitation the case proceedings being delayed (if such delay does not prejudice a party to the case) until payment is made or a defaulting party being required to advance payments to MERO Board members in subsequent proceedings in the case at issue or future cases.

Other: A party's failure to ascertain costs for services or fees at the outset of a proceeding is not a basis for nonpayment of invoices.

Applicability: This revised interpretation is immediately applicable to any unpaid invoices in pending cases as well as to all future cases before MERO Boards under the Mashantucket Pequot Labor Relations Law.



MERO Director

Date May 21, 2009

(5/09)