

**KENNETH J. PEDERSEN**  
**ARBITRATOR, MEDIATOR**  
**P.O. Box 15164, Seattle, WA 98115-9998**  
**(425) 202-5835**  
**ken@pedersenadr.com**

**WORK HISTORY**

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Arbitrator and Mediator, 2012-present.  
Commissioner, WA Public Employment Relations Commission (2019-2022).  
Partner, Reid, Pedersen, McCarthy & Ballew, LLP, Seattle, WA (1985-2011).  
Associate, Critchlow & Williams, Richland, WA (1980-1985).

Full-time neutral since 2012. Previous thirty-year career in labor relations, mostly representing public and private sector labor organizations in arbitration under labor agreements, in state and federal courts, and before administrative agencies. Represented labor unions in their capacity as employers, class action representatives in wage and hour litigation, and individuals in discrimination cases in the Pacific Northwest.

Arbitrator is available for videoconference hearings.

**BAR AND COURT ADMISSIONS**

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Washington (1980), U.S. Supreme Court, U.S. Court of Appeals for the Ninth Circuit, U.S. District Courts for the Western and Eastern Districts of Washington.

**EDUCATION**

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J.D., Seattle University School of Law (1980)  
B.A., Gonzaga University (1977)

**ARBITRATION PANEL ADMISSIONS**

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American Arbitration Association  
Federal Mediation and Conciliation Service  
Oregon Employment Relations Board  
Washington Public Employment Relations Commission  
Montana Employment Relations Division  
Financial Industry Regulatory Authority (FINRA)

**ISSUES**

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Arbitrability, Bargaining Unit Work, Discipline, Discharge, Job Posting/Bidding, Management Rights, Past Practice, Seniority, Union Security, Incentive Pay.

## **INDUSTRIES**

Corrections, Education, Emergency Services Dispatch, Financial Services, Hospital, Law Enforcement, Public Utility, Regulatory Agency, Transportation, Warehouse.

## **ADDITIONAL ARBITRATION TRAINING**

Federal Mediation and Conciliation Service Institute, “Becoming a Labor Arbitrator”  
Financial Industry Regulatory Authority, “Basic Arbitrator Training Parts I, II”  
(December 2012)  
NAA/FMCS webinar “Videoconferencing for Labor Arbitration Hearings” (April 2, 2020)

## **RECOGNITION**

AV Preeminent Peer Review Rated by *Martindale-Hubbell*  
Included on “Top Lawyers” list by *Seattle Metropolitan Magazine* (Labor and employment)

## **SELECTED PUBLISHED CASES**

*City of Mountlake Terrace*, 134 LA 1736 (2015); *Jackson County School Dist. No. 91*, 135 LA 373 (2015); *Oregon Liquor Control Commission*, 137 LA 1809 (2017); *First Student, Inc. Colville*, 138 LA 57 (2017); *Valley Medical Ctr.*, 2020 BL 454172, 2020 BNA LA 1269 (2020); *WinCo Foods*, 2021 BL 275026, 2021 BNA LA 169 (2021); *Aleutians East Borough School Dist.*, 2021 BL 501819, 2021 BNA LA 406 (2021); *Shell Puget Sound Refinery*, 2022 BL 63224, 2022 BNA LA 9 (2022); *City of Lakewood, WA*, 25-1 ARB ¶8636 (2025); *Montana Dept. of Health and Human Services*, 2025 BNA LA 298 (2025).

## **FEES AND EXPENSES**

**Hourly or per diem rate:** \$2000 per day. Each scheduled day billed full per diem. Applies to study, research, drafting, travel.

**Cancellation fees:** \$2000 when scheduled hearing day cancelled 14 days or fewer before hearing date. One-half daily per diem for matters cancelled more than 14 days before the start of scheduled hearing. Hearings scheduled for three or more days, when cancelled more than 14 days before hearing, charged half-day per diem per day.

**Travel/subsistence charges:** Hotel, meals, transportation costs, parking, and similar charges billed on the basis of cost incurred. Air fare charged at lowest fully refundable fare at time of booking. Mileage charged at current IRS rate.

Transportation and mileage charged from Seattle, WA.

**Other fees charged:** Customary administration expenses billed on the basis of costs incurred.