

Todd A. Lyon

Partner

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Service Focus

- Labor Relations
- Litigation and Trials

Industry Focus

- Cannabis
- Energy
- Healthcare
- Hospitality
- Manufacturing

Overview

Todd Lyon is the co-chair of the firm's Labor Relations Practice Group and practices throughout the West Coast. He has been a labor lawyer for over 25 years, representing public and private sector employers in labor negotiations, collective bargaining, grievance and interest arbitrations, strikes/lockouts, relocation and closures, work jurisdiction disputes, and other litigation involving employment law and benefits.

Todd formerly represented labor organizations in both Chicago and Seattle. Drawing from this union-side experience, Todd provides a unique perspective to the advantage of his employer clients. His practical and efficient approach allows him to help clients reach their goals without creating a wake of destructive relations.

If litigation is required, however, Todd has obtained superior results in hundreds of arbitrations concerning virtually every aspect of contract interpretation, discipline, union security, and interest

arbitration. Relatedly, Todd has conducted labor board hearings concerning representation, unfair labor practices, work jurisdiction disputes, and unit clarifications.

Todd is a skilled negotiator who bargains pro-employer collective bargaining agreements. He has negotiated over a hundred labor agreements covering industries including:

- Construction
- Aerospace
- Manufacturing and food processing
- Logistics, transportation & warehousing
- Cannabis
- Hospitality
- Healthcare
- Public sector employers including cities, counties, and special districts

He has developed and implemented union awareness and strike & replacement worker contingency plans. He regularly assists clients in responding to union organizing campaigns and developing labor strategies to avoid campaigns altogether. This work includes successfully defending against multi-site organizing blitzes and card-check neutrality campaigns.

Todd is a regular speaker at industry conferences, continuing legal education programs, universities, law schools, and client training programs. He has led countless management training sessions focused on investigating disciplinary misconduct, effective discipline, union awareness, responding to grievances, contract negotiations and interpretation, and employment discrimination.

An avid researcher and writer, Todd's work has appeared in various labor publications. For example, since 1998 he has been a Chapter Editor of *The Developing Labor Law*, the nation's leading labor law treatise. Todd has also served as a Chapter Editor for Oregon's public sector labor law treatise, *Labor and Employment Law: Public Sector*.

Due to his experience in representing parties on both sides of the labor spectrum, the American Arbitration Association has certified him as an Employment Law Arbitrator to adjudicate employment disputes.

Credentials

Education

- J.D., 1997, cum laude, Hamline University School of Law
- B.A., 1994, magna cum laude, Saint Norbert College

Bar Admissions

- Oregon
- Washington
- California

Court Admissions

- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the District of Oregon
- U.S. District Court for the Eastern District of Washington
- U.S. District Court for the Western District of Washington
- U.S. District Court for the Central District of California
- U.S. District Court for the Eastern District of California
- U.S. District Court for the Northern District of California
- U.S. District Court for the Southern District of California

Recognitions

- *Chambers USA*, Labor and Employment (2023)
- Recognized in *The Best Lawyers in America* (2021 - 2024)
- Recommended as a leading practitioner for Labor-Management Relations by *The Legal 500 United States* (2022 - 2023)
- National Public Employer Labor Relations Association's 2017 Pacesetter Award
- Listed in Oregon *Super Lawyers* Magazine, Rising Star (2011-2012); *Super Lawyer* (2013 - 2018)
- Received AV ® Preeminent™ rating by his legal peers at *Martindale-Hubbell*
- 2016 Oregon Public Employer Labor Relations Association Pacesetter Award

Affiliations

Professional Activities

- Communications Director, NorCal LERA Board (2022)
- President, Labor and Employment Relations Association – Oregon Chapter (2015-2016); Board member (2010-2017)
- Faculty Member & Employment Law Arbitrator, American Arbitration Association – Employment Law
- General Counsel, Oregon Public Employer Labor Relations Association (2016-2017); Vice President (2011-2016)

- Opinion Evaluation Committee Co-Chair (2012); Rule Advisory Committee Member (2012-2017), State of Oregon Employment Relations Board

Community Activities

- Classroom Law Project – Board of Directors (2012 - 2015)
- Oregon High School Regional & State Mock Trial Judge (2008 - 2017)
- Rose Villa Foundation, Inc. – President (2013-2015); Vice President (2012-2013); Board of Directors (2009-2015)

Insights

INSIGHTS

04/22/24

Employers May Face More Liability for Unlawful Work Rules Under NLRB General Counsel's New Memo: Key Points and What You Can Do to Prepare

Brian Balonick, Steven M. Bernstein, Matthew Guerrero, Todd A. Lyon

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INSIGHTS

04/16/24

Labor Board Sees Major Uptick in Activity During First Half of Fiscal Year: 3 Takeaways for Employers

Steven M. Bernstein, Alex G. Desrosiers, Todd A. Lyon, Joshua D. Nadreau

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INSIGHTS

03/14/24

FP's Interactive Union Organizing Activity Map Reveals 4 Key Trends

Steven M. Bernstein, Adanna Ferguson, Todd A. Lyon, Joshua D. Nadreau

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NEWS

01/30/24

Fisher Phillips Launches Organizing Activity Map

Todd A. Lyon, Steven M. Bernstein

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EVENT

01/17/24

Quickie Unions Elections Are Back – Preparing for the NLRB's New Representation Rule

Steven M. Bernstein, Todd A. Lyon

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EVENT

12/12/23

Quickie Elections Are Back – Preparing for the NLRB’s New Union Representation Rule

Steven M. Bernstein, Todd A. Lyon

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INSIGHTS

12/01/23

FP’s Workplace Law Forecast 2024

Cheryl L. Behymer, Steven M. Bernstein, Sheldon J. Blumling, Risa B. Boerner, Colin P. Calvert, Kathleen McLeod Caminiti, Jocelyn Campanaro, Jennifer B. Carroll, Collin D. Cook, Laurel K. Cornell, Germán de la Garza De Vecchi, Michael P. Elkon, Todd Alan Ewan, Todd A. Fredrickson, Christopher C. Hoffman, David S. Jones, Usama Kahf, Karl R. Lindegren, Todd B. Logsdon, Todd A. Lyon, Michael R. Marra, Suzanne Kelly Michael, Michael S. Mitchell, Joshua D. Nadreau, Kristen J. Nesbit, Alden J. Parker, Cheryl Pinarchick, John M. Polson, Andrea Brizio Rivas, Andria Lure Ryan, Nan Sato, Todd B. Scherwin, Matthew R. Simpson, Adam F. Sloustcher, Kristin L. Smith, Shanon R. Stevenson, Hannah Sweiss, J. Hagood Tighe, Travis Vance, David J. Walton, Sheila M. Abron, Erica G. Wilson, William D. Wright, Robert Yonowitz

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INSIGHTS

11/22/23

Labor Board Highlights Priorities for the New Year: 5 Key Takeaways for Employers

Steven M. Bernstein, Todd A. Lyon, Joshua D. Nadreau

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INSIGHTS

10/03/23

(Almost) Paid to Strike: California Governor Rejects Striker Unemployment Benefits Bill

Corina Johnson, Todd A. Lyon

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INSIGHTS

10/02/23

Workplace Law Update: 10 Essential Items on Your October To-Do List

Cheryl L. Behymer, Steven M. Bernstein, Shannon N. Cahill, Melissa (Osipoff) Camire, Jeffrey M. Csercsevit, Benjamin M. Ebbink, Rick Grimaldi, Krista L. Hurst, Todd B. Logsdon, Todd A. Lyon, Richard R. Meneghello, Joshua D. Nadreau, Jennifer B. Sandberg, Shanon R. Stevenson, J. Hagood Tighe, Travis Vance, Spencer W. Waldron, Sheila M. Abron

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