



TODD A. LYON

Partner and Labor Relations Group Co-Chair

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Service Focus

- Collective Bargaining
- Contract Administration, Union Grievances and Labor Arbitrations
- Labor Relations
- Litigation and Trials
- Multi-Employer Pension Fund Audits, Contributions and Withdrawal Liability
- Picketing and Work Stoppages
- Public Sector Labor Relations
- Strike Preparation and Impasse
- Unfair Labor Practice Charges
- Union Organizing, Representation Elections and Decertification Campaigns
- Unionized Mergers, Successorship, and Acquisitions

Industry Focus

- Cannabis
- Energy
- Healthcare
- Hospitality
- Manufacturing

OVERVIEW

Todd Lyon is a dynamic force in labor law, serving as the co-chair of the Labor Relations Practice Group at Fisher Phillips. With nearly three decades of experience, Todd is renowned for his innovative approach to solving complex labor issues across the country, with particular emphasis on businesses operating on the West Coast. His practice is dedicated to representing public and private sector employers in labor negotiations, strikes/lockouts, grievance and interest arbitrations, relocations and closures, work jurisdiction disputes, and employment and benefit litigation.

Todd's career began with representing labor organizations in Chicago and Seattle, providing him with a comprehensive understanding of both sides of the labor spectrum. This dual perspective allows him to craft and deploy strategies that align with his clients' goals while maintaining constructive labor relations.

His expertise spans a diverse range of industries, including:

- Healthcare
- Beverage distribution
- Waste/recycling
- Food manufacturing
- Hospitality
- Construction
- Aerospace
- Logistics
- Transportation
- Warehousing
- Cannabis
- Public sector

As a seasoned negotiator, Todd has successfully negotiated more than 100 pro-employer collective bargaining agreements. He is adept at developing and

implementing robust strike contingency and contract implementation plans in the event a deal cannot be reached. His strategic focus on employee engagement enables him to guide clients through union organizing campaigns making third-party representation unnecessary. When litigation becomes unavoidable, Todd leverages his extensive experience to achieve superior results in hundreds of arbitrations, addressing a wide range of issues such as contract interpretation, discipline, union security, and interest arbitration. Additionally, Todd has conducted labor board hearings and federal litigation on matters including representation, unfair labor practices, work jurisdiction disputes, sympathy strikes, federal labor preemption, and unit clarifications.

Todd is also a sought-after speaker and educator, sharing his insights at industry conferences, legal education programs, and client training sessions. His contributions to the field include serving as a Chapter Editor of *The Developing Labor Law* (since 1998) as well as Oregon's public sector labor law treatise. Certified by the American Arbitration Association as an Employment Law Arbitrator, Todd is recognized for his ability to conduct fair and efficient hearings, drawing on his extensive litigation experience.

Todd's commitment to excellence and his practical problem-solving skills have earned him accolades from peers and clients alike, making him a trusted advisor in the ever-evolving landscape of labor and employment law. He has recently been recognized in prestigious trade publications, including *Chambers USA*, *The Legal 500 United States*, and *The Best Lawyers in America*.

Credentials

Education

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

Bar Admissions

- Oregon
- Washington
- California
- District of Columbia

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
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Recognitions

- *Chambers USA*, Labor and Employment (2023-2025)
 - Recognized in *The Best Lawyers in America* (2021-2026)
 - Recommended as a leading practitioner for Labor-Management Relations by *The Legal 500 United States* (2022-2024)
 - 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
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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

Publication

Jan 9, 2026

Republished Insight: Federal Court Blocks California's Attempt to Oversee Labor Disputes: What Employers Need to Know About Win for NLRB

Insights

Jan 8, 2026

FP's Top 2026 Predictions for Labor Relations

Insights

Dec 30, 2025

Federal Court Blocks California's Attempt to Oversee Labor Disputes: What Employers Need to Know About Win for NLRB

Insights

Dec 9, 2025

Appeals Court Greenlights Presidential Removal of NLRB Officers: 3 Steps For Employers

Back Online and On Alert: What Employers Must Do Now As the Government Shutdown Ends

Comprehensive FAQs For Employers on Hurricanes and Other Workplace Disasters: 2025 Edition