

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 and federal litigation concerning

representation, unfair labor practices, work jurisdiction disputes, sympathy strikes, federal labor preemption, 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 (2023-2024)
- Recognized in *The Best Lawyers in America* (2021-2025)
- 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

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

EVENT

06/12/25

Avoiding Toxic Labor Relations

Todd A. Lyon, Erik M. Laiho

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Todd A. Lyon, Janelle Nunez

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04/16/25

Avoiding Toxic Labor Relations

Todd A. Lyon, Erik M. Laiho

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03/26/25

National Labor Relations Board Changes and What to Expect Under Trump's Second Administration

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

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INSIGHTS

02/14/25

More States Consider Unemployment Benefits for Striking Workers: What Employers Should Know About This Growing Trend

Todd A. Lyon, Joshua D. Nadreau

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INSIGHTS

02/05/25

What Employers Need to Know About the Current State of the NLRB

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

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NEWS

01/23/25

Republished Insight: Top 10 Workplace Law Developments To Expect Under President Trump

Sheila M. Abron, Steven M. Bernstein, Kathleen McLeod Caminiti, Benjamin M. Ebbink, Lonnie D. Giamela, Rick Grimaldi, Marty Heller, David S. Jones, Braden Lawes, Todd B. Logsdon, Todd A. Lyon, Joshua D. Nadreau

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INSIGHTS

01/22/25

FP's Top 2025 Predictions for Labor Relations

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

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NEWS

01/16/25

Quartz Cites Firm Insight on Top 10 Workplace Law Developments to Expect Under President Trump

Sheila M. Abron, Steven M. Bernstein, Kathleen McLeod Caminiti, Benjamin M. Ebbink, Lonnie D. Giamela, Rick Grimaldi, Marty Heller, David S. Jones, Braden Lawes, Todd B. Logsdon, Todd A. Lyon, Joshua D. Nadreau

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INSIGHTS

01/13/25

Republican Senator Surprises Employers By Releasing Framework for Pro-Labor Bill: 7 Key Sections to Track

Benjamin M. Ebbink, Rick Grimaldi, Todd B. Logsdon, Todd A. Lyon, Joshua D. Nadreau

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