

# Page Todd Garcia

Experienced Labor Advocate and Neutral. Attorney at Law.

P.O. Box 66208  
Seattle, Washington 98166  
**(206) 554-9508**  
**nw.conflict.transformation**  
**@gmail.com**

## CURRENT EXPERIENCE:

### **State of Washington, Public Employment Relations Commission (PERC), Olympia, WA — *Labor Relations Adjudicator and Mediator***

September 2012 - PRESENT

As a neutral with PERC, independently manage a diverse caseload of grievance or unfair labor practice (ULP) settlement mediations, ULP complaints, arbitrations, unit clarifications, and trainings. Process cases through completion under minimal supervision, including adherence to applicable statutes, Washington Administrative Code, policies, procedures, attorney and mediator ethics, as well as utilizing various legal research tools, including LexisNexis. Highly effective mediator assisting parties to resolve a wide range of labor disputes, from individual grievances to contract negotiations with imminent or occurring bargaining unit strikes or work actions. Thorough decision maker conducting full evidentiary hearings, evaluating all admitted evidence and testimony, and issuing decisions. Deliver proactive training to labor and management groups on a wide range of topics.

## PRIOR EXPERIENCE:

### **Washington Public Employees Association (WPEA), Olympia, WA — *Employee Relations Advocate***

September 2010 - September 2012

### **Department of Labor, Office of Workers Compensation, Seattle, WA — *Senior Claims Examiner***

February 2005 - May 2010

### **National Council of Field Labor Locals/ AFGE Local 2336, Seattle, WA --*Union Steward and Secretary*, 2007 to 2009.**

## EDUCATION

### **Seattle University School of Law, Seattle, WA — *Juris Doctor***

August 2001 - December 2004

- ❖ Mary Ellen Krug Scholarship, May 2005
- ❖ Labor and Employment Law Association President, 2004; Member, 2001-2004
- ❖ Professional Responsibility Clinic, Spring 2004

## SKILLS

Rapport builder  
Collaborator  
Strategic Negotiator  
Analyzer  
Intuitive Listener

## LANGUAGES

Spanish

## University of Montana, Missoula, MT— Bachelor of Arts with Honors, 1994

### ISSUES

Just cause discipline/termination; Contract interpretation; Refusal to bargain: unilateral changes to mandatory bargaining subjects; skimming of bargaining unit work; failure to provide information; and failure to bargain in good faith. Discrimination based on protected union activity; Interference with protected union activity; Duty of fair representation; Unit clarification; Unit severance.

### PANEL(S)

California State Mediation and Conciliation Service, 2019

### SAMPLE DECISIONS

Unfair Labor Practice Decisions Issued:

*Green River College*, Decision 12528-B (CCOL, 2018)

*Cowlitz County*, Decision 12115 (PECB, 2014)

*Franklin County*, Decision 12794 (PECB, 2017)

*City of Kent*, Decision 11996 (PECB, 2014)

*City of Clyde Hill (Teamsters Local 763)*, Decision 12628 (PECB, 2016)

*State-Employment Security*, Decision 11962 (PECB, 2013)

*State-Washington State Patrol*, Decision 12539 (PECB, 2016)

*Washington State Ferries (Internat'l Organization of Masters, Mates, & Pilots)*, Decision 11899 (MRNE, 2013)

*Puyallup School District*, Decision 12551 (PECB, 2016)

### EXPENSES

Grievance Arbitration: \$1000 per eight (8) hour day for hearing, research, writing, and travel time. Research, writing, and travel time are prorated. No fees for one pre-arbitration conference call with parties to discuss procedural and logistical issues. Other motions or calls requested by party(ies) at prorated hourly rate of \$150 per hour. Research and writing time includes consideration of motions filed via e-mail or post.

Mediation: \$150 per hour, six (6) hours minimum. Ms. Garcia does not conduct mediation-arbitration.

### TRAVEL TIME AND FEES

Prorated at Per Diem or Mediation Rate. Actual costs of reasonable expenses for refundable coach fare, car rental, meals, and lodging charged. Mileage at current IRS rate. Additional travel expenses (air, rail, lodging, car rental) incurred due to the parties' cancellation will be added to the final charges. Mediation and arbitration travel time at prorated arbitration rate from office to arrival at hearing/mediation location.

### CANCELLATION POLICIES

For arbitration hearings scheduled for five (5) days or more, 21 calendar days written notice is required. In such instance, parties will be charged \$300 per scheduled day. If written notice is received 20 calendar days or less, full arbitration rate is charged per scheduled day.

For arbitration hearings scheduled for four (4) days or less, 15 calendar days written notice is required. In such instance, parties will be charged \$300 per scheduled day. If written notice is received 14 calendar days or less, full arbitration rate is charged per scheduled day.

For scheduled mediation, 15 calendar days written notice is required. In such instance, parties will be charged \$400 per scheduled day. If written notice is received 14 calendar days or less, full mediation rate is charged per scheduled day.

#### **PROFESSIONAL AFFILIATIONS**

Admitted to the Washington State Bar in 2011

- \*Labor and Employment Law Section Member
- \*Alternative Dispute Resolution Section Member

Member of the King County Bar Association

- \*Alternative Dispute Resolution Section  
Chair, 2019-2020  
Vice Chair, 2018-2019
- \*Labor and Employment Law Section Member
- \*Neighborhood Legal Clinic Volunteer, 2012 to 2014

Member of the American Bar Association

- \*Labor and Employment Law Section Member
- \*Government Fellow of the State and Local Government Bargaining and Employment Law Committee, 2017 to 2019
- \*Committee Liaison to the Diversity and Inclusion in the Legal Profession Committee

Northwest Dispute Resolution Conference Planning Committee

- Co-Chair, 2019-2020
- Member, 2016-present

Certificated in 40+ hours of Restorative Circles and Multi-Party Restorative Facilitation training from the Kitsap County Dispute Resolution Center, 2017-2018

Certificated in 40-hour mediation training through the King County Inter-Local Conflict Resolution Group, 2013

