

Page A. Todd

Experienced Labor Neutral and Advocate. Attorney at Law.

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CURRENT EXPERIENCE:

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

September 2012 – February 2020; and January 2023 to Present

As a highly effective mediator, build rapport and trust, analyze the parties' emotional dynamics and substantive issue conflicts, strategize process implementation, educate parties and stakeholders, and promote effective and positive labor and management relations. Often requires encouraging parties to collaborate with their labor or management counterpart by finding the parties' mutual interests. Provide input to parties on proposal drafting and lead discussions on how the language might impact the parties. Help parties to gain greater mutual understanding and resolve a wide range of labor disputes. Dynamically adjust mediation or facilitation skills to adapt to varying professions and bargaining groups, from individual grievances to contract negotiations with thousands of bargaining unit employees. Have successfully mediated multiple school district and association unfair labor practices, grievances, and contract negotiations, including during imminent or occurring bargaining unit strikes or work actions.

As a neutral adjudicator, conduct full evidentiary hearings, evaluating all admitted evidence and testimony, and issue administrative legal decisions. Have presented at numerous conferences including at the Northwest Labor and Employment Relations Association, the Northwest Dispute Resolution Conference, the American Bar Association State and Local Government Bargaining and Employment Law Committee, the Washington State School Directors' Association, the King County Negotiations Conference, and the King County Bargaining Nuts and Bolts Conference. Processed all cases through completion under minimal supervision, including adherence to applicable collective bargaining statutes, Washington Administrative Code, policies, procedures, attorney and mediator ethics, as well as utilization of various legal research tools. From 2012 to 2020, delivered proactive training as the lead trainer to labor and management groups on a wide range of labor and management relations and collective bargaining topics.

PRIOR EXPERIENCE:

Vancouver Education Association Vancouver, WA – *Executive Director and Chief Administrative Officer* August 2021 to January 2023

Seek bargaining unit stakeholder input in order to formulate and later, recalibrate, interests and positions of the Association. Represent the

SKILLS

Rapport builder
Collaborator
Strategic Negotiator
Analyzer
Intuitive Listener

LANGUAGES

Spanish

Association in advocacy for the bargaining unit and individuals before the Vancouver Public Schools (District) Board, Administration, and with community organizations. Serve as consultant for key Association commissions, including Bargaining Committee, Policies and Procedures Committee, Budget Committee, and Equity Committee. Draft proposal language for contract negotiations and prepare bargaining team and Chief Negotiator for bargaining sessions. Serve as lead negotiator for mid-contract negotiations and draft proposed memorandum of understanding. Liaison with District's Executive Director of Human Resources, the Superintendent, and Cabinet Executive Directors. Incorporate mediation and facilitation techniques to build relationships and work in partnership with District leaders and bargaining unit employees. Advise Association leadership on potential outcomes for proposals, settlements, grievances, and unfair labor practices. To date, have successfully reached agreement with District partners on issues such as pandemic-related paid administrative leave, synchronous and asynchronous instruction delivery, safety, workload, performance measurement, work assignment relocations, and class/program overload. Investigate potential District violations of the parties' contract, policies or procedures, or state or federal law. Develop and deliver empowering training regarding member and Association leader collective bargaining rights, duties, obligations, and organizational development.

University of Washington, Seattle, WA — *Senior Labor Negotiator* February 2020 - July 2021

Served as lead negotiator for contract and mid-term contract negotiations. Strategized and guided management teams for grievances, labor-management meetings, demands to bargain, and contract bargaining. Prepared for successor contract bargaining by collaborating with executive and senior leadership to establish bargaining goals, parameters, and further build rapport. Provided technical direction to all levels of management on interpreting collective bargaining agreements, federal and state law, regulations, rules, and policies and procedures. Successfully reached agreement with labor partners on issues such as telework (both permanent and pandemic-related), performance measurement, work base relocation, incentive pay, security cameras, discrimination and harassment.

Provided training to management and human resources staff on possible unfair labor practices, current labor law, especially application of Revised Code of Washington Title 41.56 and Title 41.80 and relevant case law. Served on and provided guidance to management on a variety of committees, such as the Nurse Staffing Committee and COVID Committee. Worked in conjunction with Assistant Attorneys General regarding arbitrations. Advised management clientele of status of possible settlements, arbitrations, or other litigation. Maintained work product records and partners with Labor Relations Specialists to secure legal documents. Incorporated mediation and facilitation techniques to build relationships and work in partnership with union leaders and represented employees. Worked with executive management, Labor Relations Specialists, Human Resources, and union leaders to effectively implement and manage collective bargaining agreements. Independently engaged in 21-Day Racial Equity Habit Building Challenge as offered by the College and University Professional Association for Human Resources.

**Washington Public Employees Association (WPEA),
Olympia, WA — Employee Relations Advocate,
September 2010 - September 2012**

**U.S. 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**

**U.S. Equal Employment Opportunity Commission, Seattle
District Office, Seattle, WA
Judicial Extern, Fall Semester, 2004**

**Small, Snell, Weiss & Comfort, P.S., Tacoma, WA
Legal Intern, 2003 to 2004**

**Seattle University School of Law, Seattle, WA
Title VII Research Assistant to Professor Martin, Summer
Semester, 2003**

EDUCATION:

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

August 2001 - December 2004

- ❖ Mary Ellen Krug Scholarship Recipient, May 2005 (awarded annually to a Seattle University School of Law student who has both a strong interest in and ability or promise in labor and employment law)
- ❖ Labor and Employment Law Association President, 2004; Member, 2001-2004
- ❖ Professional Responsibility Clinic, Spring 2004

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

- ❖ Double major in Sociology and Spanish.
- ❖ Studied one semester in Salamanca, Spain.
- ❖ Volunteer tutor for adult and grade-school level Spanish.
- ❖ Volunteer for *Mano a Mano sin Fronteras* YMCA program in Chihuahua, Mexico.

PROFESSIONAL AFFILIATIONS:

Admitted to the Washington State Bar in 2011

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

Member of the Clark County Bar Association,
2023

Panel Arbitrator with the California State Mediation and Conciliation Service,
2019-present.

Panel Arbitrator with the Montana Board of Personnel Appeals, 2019-present.

Member of the King County Bar Association

- *Alternative Dispute Resolution Section
Chair, 2019-2021
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, 2019 to 2020

Northwest Dispute Resolution Conference Planning Committee
Co-Chair, 2019-2020
Member, 2016-2020

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

SAMPLE DECISIONS

Arbitration Award:

City of Fife and Teamsters Local 117, Case
131430-A-19, issued December 2019

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.