

David Garcia

Employee and Labor Relations Manager V
San Francisco Municipal Transportation Agency (SFMTA)

David Garcia is a graduate of San Diego State University and the University of San Diego. David leads the SFMTA's Employee and Labor Relations programs with a steady focus on fairness, collaboration, and effective resolution. With over two decades of experience in labor relations, workplace safety, employee development, civil litigation, and administrative law, David approaches grievance arbitration with professionalism and an unwavering commitment to practical solutions.

David resolved complex labor disputes, negotiated collective bargaining agreements, and addressed critical staffing challenges to support essential transit systems and operations. David's team leadership is rooted in clear communication and mutual respect between labor unions, employees, and management.

Before becoming a labor relations professional, David worked on high-stakes environmental and land use projects in the San Diego City Attorney's Office, including civil rights and equal protection cases. David's background sharpened his ability to navigate contentious issues and deliver fair, balanced outcomes. David advocates for empowering non-attorney representatives in arbitration because non-attorney advocates foster strong labor-management relationships mainly due to their shared subject knowledge.