

Joy Ellis

(she/her)

Principal

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Joy has 20 years of experience delivering practical employment-related advice, litigating labor and employment disputes, and advising independent schools.

Joy advises and represents employers. She operates with the core belief that it is possible – and in the employer’s best interest – to proactively address workplace challenges before they become problems or lawsuits. Joy works with employers in all aspects of their employment-related legal needs, advising employers on reducing the risks associated with managing personnel; answering day-to-day questions about discipline, leave laws, accommodations, hiring and termination; developing and updating employee handbooks; investigating harassment and discrimination claims; and negotiating non-competition agreements, executive employment contracts, and severance agreements.

In addition to her advice practice, Joy is a litigator who defends employers. She has successfully handled BOLI and EEOC complaints, and she regularly defends lawsuits in Oregon and Washington’s state and federal courts.

A unique segment of Joy’s practice involves advising and representing independent schools in virtually all aspects of their operations, including employment matters, educator misconduct, risk management, student and employee handbooks, student discipline, civil rights, enrollment contract and admission issues, education records, and head of school contracts.

Services

Labor, Employment & Immigration
Alternative Dispute Resolution
Food & Beverage
Labor & Employment Litigation
Litigation
Beauty & Wellness

Admissions

Oregon, 1995
Washington, 1996
U.S. District Court, District of Oregon, 1997
U.S. District Court, Western District of Washington, 1996
U.S. Court of Appeals for the 9th Circuit, 1998

Joy is a frequent speaker on various employment and school law topics. She regularly conducts on-site training on preventing educator misconduct, as well as best practices for preventing harassment and discrimination, implementing leave laws, complying with wage and hour laws, and effectively hiring and firing.

Education

J.D., Lewis & Clark Law School (*magna cum laude*), 1995

B.A., Yale University (*magna cum laude*), American Studies and Environmental Studies, 1991

Honors & Recognition

Chambers USA (Oregon), Leading Individual, Labor & Employment, 2022

The Best Lawyers in America®

- Labor & Employment Litigation, Employment Law - Management and Labor Law - Management, 2013-present

Martindale-Hubbell AV Preeminent rating

- Bar Register of Preeminent Women Lawyers

Professional Activities

Multnomah Bar Association, Member, 1995-present

- Labor and Employment Law Section, Member, 1995-present
- Litigation Section, Member, 1995-present

Oregon State Bar, Member, 1995-present

News

45 Foster Garvey Attorneys Recognized Among *The Best Lawyers In America*®

Foster Garvey Newsroom, 8.18.22

Foster Garvey Recognized Among Nation's Leading Law Firms in 2022 *Chambers USA* Guide; 21 Attorneys and 10 Practices Featured

Foster Garvey Newsroom, 6.1.22

38 Attorneys Named 2022 Best Lawyers in America; 11 Named Best Lawyers: Ones to Watch

Foster Garvey Newsroom, 8.19.21

43 Attorneys Named 2021 *Best Lawyers in America*; 10 Named Best Lawyers: Ones to Watch

Foster Garvey Newsroom, 8.20.20

50 Foster Garvey Attorneys Named 2020 *Best Lawyers in America*
Foster Garvey Newsroom, 8.15.19

Joy Ellis and Bob Weaver's Investigation Into Portland Public Schools' Mishandling of Educator
Misconduct Cited in *U.S. News & World Report*
U.S. News & World Report, 5.11.18

Speaking Engagements

"Defensible Discipline, Discharge and Documentation," BOLI 37th Annual Employment Law
Conference
Speaking Engagement
Virtual Event, 11.5.21

"Legal Panel: Flattening the Contract Learning Curve," NWAIS Business Officers Conference
Speaking Engagement
Virtual Event, 4.26.21

"Managing Employees Who Work From Home," 23rd Annual Labor & Employment Law
Conference, The Seminar Group
Speaking Engagement
Virtual Event, 8.28.20

Oregon Employers' Forum: New Workplace Laws & Regulations in 2020
Speaking Engagement
Portland, OR, 11.13.19

"Conducting the Hiring Process While Avoiding Legal Landmines," Bureau of Labor & Industries
(BOLI) 35th Annual Employment Law Conference
Speaking Engagement
Portland, OR, 11.4.19

"FMLA, OFLA, ADAAA, OMG: The Dos, Don'ts, Hows and Whys of Protected Leave Laws,"
BOLI's 34th Annual Employment Law Conference
Presentation
Portland, OR, 11.2.18

"Managing the Risks of a Growing Workforce," Advanced Small Business Management Program
(Portland Community College)
Presentation
Portland, OR, 8.1.18

"Managing the Risks of a Growing Workforce," Advanced Small Business Management Program
(Portland Community College)

Presentation

Portland, OR, 8.2.17

"Micro-Aggressions and Implicit Bias: Navigating the Fine Lines," NWEEO/Affirmative Action
Association Panel Discussion

Speaking Engagement

Portland, OR, 6.6.17

"Minimizing the Risk of Educator Sexual Misconduct: What should schools be doing *right now?*"

Northwest Association of Independent Schools (NWAIS) – 2016 Institutional Leadership
Conference

Event

Tacoma, WA, 11.7.16

"OFLA, FMLA, ADA, OPSS, DVSAS – Preventing the Alphabet Soup of Protected Work
Absences from Boiling Over," Garvey Schubert Barer

Seminar

Portland, OR, 6.29.16

"2015 Employment Law Updates," Garvey Schubert Barer

Seminar

Garvey Schubert Barer, Portland Office, November 10, 2015

"Corrective Counseling, Discipline and Termination," Garvey Schubert Barer

Seminar

Portland, OR, 6.2.15

"Social Media and the Internet: Tool or Traps to Screen Job Applicants," Oregon State Bar CLE

Speaking Engagement

Portland, OR, 4.2.15

"The Top Ten Mistakes Employers Make When Managing Leave Issues," Garvey Schubert Barer

Seminar

Portland, OR, 11.19.14

"Termination Best Practices," Employment Law Beyond the Basics, Sterling Education Services,
Inc.

Speaking Engagement

Portland, OR, 3.6.14

"Managing Volunteers and the Associated Risks," Oregon State Bar CLE Seminar, Cosponsored by the Nonprofit Organizations Law Section
Speaking Engagement
Portland, OR, 9.28.12

"Hiring, Firing and Employment Law," 2012 Oregon Restaurant & Lodging Association Convention
Speaking Engagement
Eugene, OR, 9.23.12

"OFLA and FMLA Compliance: Getting the Family Medical Leave Laws Right," Garvey Schubert Barer
Seminar
Portland, OR, 3.13.12

"What the New ADA Rules Mean for Employers," Garvey Schubert Barer
Seminar
Portland, OR, 6.22.11

"Legal Landmines: Social Media at the Workplace," Oregon RIMS (Risk Management Society) Education Day
Speaking Engagement
Wilsonville, OR, 6.1.11

"How to Manage the Minefield of Wage and Hour Regulations as a Healthcare Employer," Garvey Schubert Barer
Seminar
Portland, OR, 5.25.11

"Emerging IT Trends in Healthcare," Oregon Association of Hospitals and Health Systems Rural Hospital Summit
Speaking Engagement
Salem, OR, 5.19.11

"Legal Landmines: Social Media and Social Networking in the Workplace," Oregon Society for Healthcare Risk Management Conference
Speaking Engagement
Tigard, OR, 5.13.11

"Wage and Hour Laws: Hot Issues and How to Avoid Mistakes That Could Lead to a Lawsuit," Garvey Schubert Barer
Seminar
Portland, OR, 3.29.11

"Social Media & Social Networking in the Workplace: Managing the Risks," Oregon Association of Hospitals and Health Systems
Speaking Engagement
Lake Oswego, OR , 10.28.10

"Misclassifying Employees as Independent Contractors: Is Your Company at Risk," Garvey Schubert Barer
Seminar
Portland, OR, 10.26.10

"Social Media and Social Networking in the Workplace: Managing the Risks," Garvey Schubert Barer
Seminar
Portland, OR, July 20 and 28, 2010

"2010 Employment Law Update," Garvey Schubert Barer
Seminar
Portland, OR, 1.20.10

"Preparing for Change: Impacts of New and Pending Legislation on Employers in 2009," Garvey Schubert Barer
Seminar
Portland, OR, 1.13.09

"Effective Hiring and Firing Practices in the Oregon Workplace," Garvey Schubert Barer
Seminar
Portland, OR, 9.16.08

"Understanding Employer Requirements for Medical and Disability Leave Laws," Garvey Schubert Barer
Seminar
Portland, OR, 6.25.08

"Documenting Dos and Don'ts: Maintaining Employee Files While Minimizing Liability," Garvey Schubert Barer
Seminar
Portland, OR, 3.4.08

"2007 Oregon Employment Law Legislative Update," Garvey Schubert Barer
Seminar
Portland, OR, 9.18.07

Legal Alerts

FFCRA Update: Recent Court Decision Striking Key Portions of the DOL's Final Rule May Impact Employers
8.12.20

Oregon's Minimum Wage – What Now?
3.3.16

Nothing to Sneeze About: Oregon State-Wide Paid Sick Leave Bill is Now Law
6.24.15

2013 January Labor and Employment Alert
2.1.13

Publications

Foster Garvey COVID-19 Resource Center
3.18.20

Terms of Employment: Oregon
Employment Law Manual, 9.10.12

Employment Offer: Oregon
Employment Law Manual, 9.10.12

Interviewing and Selecting Job Candidates: Oregon
Employment Law Manual, 9.10.12

Negligent Hiring: Oregon
Employment Law Manual, 9.10.12

Recruiting: Oregon
Employment Law Manual, 9.10.12

Employee or Contractor? Congress Wants You to Get it Right
Portland Business Journal, 11.12.10