

Joy Ellis

(she/her)

Office Managing Director and Principal

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Joy has 25 years of experience delivering practical employment-related advice, litigating labor and employment disputes, conducting workplace investigations, and advising independent and public schools.

Joy advises and represents employers. Her clients rely on her to provide practical advice and counsel on a broad range of employment law issues. 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.

Joy also conducts workplace investigations and has a reputation as a fair, prompt and thorough fact finder.

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.

Joy is a frequent speaker on various employment and school law topics. She regularly conducts on-site training on preventing educator misconduct, maintaining a harassment-free workplace, implementing leave laws, complying with wage and hour laws, and effective hiring and firing practices.

Services

Labor, Employment & Immigration

Alternative Dispute Resolution

Food & Beverage

Labor & Employment Litigation

Litigation

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

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

Foster Garvey, Managing Director of Portland Office, 2023-present

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

Washington State Bar, Member 1996-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

Multiple Attorneys Present Sessions at the 2023 WASBO Conference
Event
Spokane, WA, May 3-5, 2023

"Best Practices for Conducting an Investigation," BOLI 38th Annual Employment Law
Conference
Speaking Engagement
Virtual Event, 11.10.22

"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, ADA, ADA, 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

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

Terms of Employment: Oregon
Employment Law Manual, 9.10.12

Employment Offer: Oregon
Employment Law Manual, 9.10.12

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