



**Joy Ellis**

Owner - Portland

Bank of America Financial Center  
121 SW Morrison Street  
11th Floor  
Portland, OR 97204-3141

[jellis@gsblaw.com](mailto:jellis@gsblaw.com)  
503.553.3121 [Tel](#)  
503.226.0259 [Fax](#)

Joy Ellis is an owner at Garvey Schubert Barer with over 15 years of legal experience in the areas of commercial litigation, employment litigation and employment-related advice. Joy represents clients in federal and state court and also defends claims before the Oregon Bureau of Labor and Industries (BOLI), the Equal Employment Opportunity Commission (EEOC), the Washington Human Rights Commission, and other agencies. She has successfully represented clients in dozens of arbitrations and mediations.

As an employment advice attorney, Joy fields day-to-day questions relating to the workplace, drafts and updates employee handbooks, negotiates non-competition agreements and executive employment contracts, and advises employers how to reduce the risks associated with managing personnel. She also conducts on-site training on workplace harassment and discrimination, leave laws, wage and hour issues, and discipline and documentation. Joy is a frequent speaker in various areas of employment law.

Joy is a member of the Oregon State Bar, the Washington State Bar, the Multnomah Bar Association, the Federal Bar Association, and the American Bar Association. Joy is listed in Martindale-Hubbell's *Bar Register of Preeminent Women Lawyers 2012*. Joy has also been listed in the Oregon *Super Lawyers* magazine. She is admitted to practice in Oregon and Washington.

**Services**

- ▶ Labor and Employment
- ▶ Labor and Employment Litigation
- ▶ Commercial Litigation

**Industries**

- ▶ Hospitality, Travel and Tourism
- ▶ Healthcare
- ▶ Emerging Companies
- ▶ Manufacturing and Distribution

## Education

- ▶ Lewis & Clark Law School, J.D., *magna cum laude*, 1995
- ▶ Yale University, B.A., American Studies and Environmental Studies, *magna cum laude*, 1991

## Admissions

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

## Professional Recognition

- ▶ Named in Martindale-Hubbell Bar Register of Preeminent Women Lawyers, 2012
- ▶ Named by peers as a "Super Lawyer" in *Oregon Super Lawyers* magazine, 2009-2010
- ▶ Martindale-Hubbell AV/5.0 Peer Review Rated

## Professional Activities

- ▶ Member, Oregon State Bar, 1995-present
- ▶ Member, Multnomah Bar Association, 1995-present
- ▶ Member, Multnomah Bar Association Labor and Employment Law Section, 1995-present
- ▶ Member, Multnomah Bar Association Litigation Section, 1995-present

## Events

- ▶ "OFLA and FMLA Compliance: Getting the Family Medical Leave Laws Right," Garvey Schubert Barer, Portland, OR, March 13, 2012
- ▶ "What the New ADA Rules Mean for Employers," Garvey Schubert Barer, Portland, OR, June 22, 2011
- ▶ "Legal Landmines: Social Media at the Workplace," Oregon RIMS (Risk Management Society) Education Day, Wilsonville, OR, June 1, 2011
- ▶ "How to Manage the Minefield of Wage and Hour Regulations as a Healthcare Employer," Garvey Schubert Barer, Portland, OR, May 25, 2011
- ▶ "Emerging IT Trends in Healthcare," Oregon Association of Hospitals and Health Systems Rural Hospital Summit, Salem, OR, May 19, 2011
- ▶ "Legal Landmines: Social Media and Social Networking in the Workplace," Oregon Society for Healthcare Risk Management Conference, Tigard, OR, May 13, 2011
- ▶ "Wage and Hour Laws: Hot Issues and How to Avoid Mistakes That Could Lead to a Lawsuit," Garvey Schubert Barer, Portland, OR, March 29, 2011
- ▶ "Social Media & Social Networking in the Workplace: Managing the Risks," Oregon Association of Hospitals

and Health Systems, Lake Oswego, OR , October 28, 2010

- ▶ "Misclassifying Employees as Independent Contractors: Is Your Company at Risk," Garvey Schubert Barer, Portland, OR, October 26, 2010
- ▶ "Social Media and Social Networking in the Workplace: Managing the Risks," Garvey Schubert Barer, Portland, OR, July 20 and 28, 2010
- ▶ "2010 Employment Law Update," Garvey Schubert Barer, Portland, OR, January 20-21, 2010
- ▶ "Preparing for Change: Impacts of New and Pending Legislation on Employers in 2009," Garvey Schubert Barer, Portland, OR, January 13, 2009
- ▶ "Effective Hiring and Firing Practices in the Oregon Workplace," Garvey Schubert Barer, Portland, OR, September 16-17, 2008
- ▶ "Understanding Employer Requirements for Medical and Disability Leave Laws," Garvey Schubert Barer, Portland, OR, June 25-26, 2008
- ▶ "Documenting Dos and Don'ts: Maintaining Employee Files While Minimizing Liability," Garvey Schubert Barer, Portland, OR, March 4-5, 2008
- ▶ "2007 Oregon Employment Law Legislative Update," Garvey Schubert Barer, Portland, OR, September 18-19, 2007

### **Publications**

- ▶ "Employee or Contractor? Congress Wants You to Get it Right," *Portland Business Journal*, November 12, 2010