



Beth

Beth G. Joffe
Counsel to the Firm

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Beth Joffe is an experienced and committed employment law advisor, advocate, and litigator. For more than 20 years, she has represented employers of all sizes — public and private — across myriad industries, on a nationwide basis.

Beth is a zealous and skilled advocate in federal and state courts, private arbitrations, administrative proceedings, and private negotiations. Her transactional and advisory work is informed by her experience as a litigator, having seen hundreds of employment decisions played out in the litigation context. Additionally, Beth has represented employers in numerous EEOC-initiated lawsuits and broad-scale agency investigations. Beth's advisory practice includes a broad range of daily and strategic employment issues such as:

- Wage and hour compliance;
- HR policy design, review and implementation;
- Hiring and termination issues;
- Harassment, discrimination and compliance training;
- Performance management and discipline;
- Accommodation issues (disability and religious);
- Compliance with local, state and federal leave laws;
- Workforce restructuring/reorganization;
- Non-compete, confidentiality and employment agreements; and
- Workplace complaints and investigations.

Her first career as a felony prosecutor, combined with her extensive employment law experience, helps Beth bring a unique perspective and approach to her practice.

Practices & Industries

Investigations, Compliance & White Collar
Labor, Employment & Benefits
Wage & Hour

Education

Emory University School of Law, J.D.,
1994
Indiana University Bloomington, B.S.,
1991

Admissions

Washington
Illinois
U.S. Court of Appeals, Ninth Circuit
U.S. Court of Appeals, First Circuit
U.S. Court of Appeals, Seventh Circuit
U.S. District Court, Central, Northern and Southern Districts of Illinois
U.S. District Court, Eastern District of Michigan

Experience

Representative Litigation Experience

U.S. District Court, District of Colorado
U.S. District Court, Eastern District of Wisconsin
U.S. District Court, Eastern and Western Districts of Washington

Languages

Spanish - Conversational

LinkedIn

<https://www.linkedin.com/in/beth-joffe-a65462/>

EEOC v. Global Horizons, et. al.

U.S. District Court, Eastern District of Washington

Obtained favorable comprehensive summary judgment ruling on the matters for all claims; obtained ruling awarding employer clients all attorneys' fees and costs incurred in the litigation.

EEOC v. Prestige Care, Inc, et. al.

U.S. District Court, Eastern District of California

Successfully negotiated comprehensive consent decree before and without need for litigation of complaint allegations.

EEOC v. United Airlines*

U.S. District Court, Northern District of Illinois

Represented airline employer in Title VII sexual harassment and race discrimination case, as well as two separate ADA discrimination/failure to accommodate cases; resolved cases by negotiating favorable consent decrees.

EEOC v. Carl Buddig & Co.*

U.S. District Court, Northern District of Illinois

Won motion to exclude class of claimants (405 people) based on EEOC's discovery tactics and thereafter negotiated much more favorable resolution to the case.

EEOC v. OSI and OSI Collection Services, Inc.*

U.S. District Court, Northern District of Illinois

Won summary judgment for employer in multi-plaintiff, multi-claim Title VII pattern and practice retaliation dispute.

Steadman v. Urban Retail Properties Co.*

U.S. District Court, Northern District of Illinois

Won summary judgment for employer on Title VII religious discrimination lawsuit; decision affirmed on appeal to the Seventh Circuit.

In re: Private Arbitration for Large Investment Banking Organization*

Private arbitration matter (NASD Arbitration). Obtained very favorable decision for employer in dispute filed by former VP, alleging contract and quasi-contract claims seeking incentive bonus payments.

Petty v. Michigan Automotive Compressor, Inc.*

U.S. District Court, Eastern District of Michigan

Won summary judgment for employer on Title VII and state law claims of race discrimination, race harassment and retaliation.

O'Connor v. Temple Inland, Inc.*

U.S. District Court, District of Minnesota

Won summary judgment for employer in complex Title VII sexual harassment, sex discrimination and retaliation case.

Maney, et al. v. Southwest Desert Restaurants, Inc., et al.*

Yuma County Superior Court

Won full defense verdict for employer in a multi-plaintiff, multi-defendant workplace tort action; decision affirmed on appeal.

Johnson v. Sun-Sentinel Company*

U.S. District Court, Southern District of Florida

Won summary judgment for employer in case involving Title VII and state law claims of racial, national origin and sexual harassment, retaliation, and race and sex discrimination.

Kyles, et al. v. J.K. Guardian*

U.S. District Court, Northern District of Illinois

Obtained jury verdict for employer on first employment testers case to go to trial, alleging multiple claims of racially discriminatory hiring in violation of Title VII.

McPherson v. City of Waukegan*

U.S. District Court, Northern District of Illinois

Won summary judgment for employer on claims of sexual harassment, assault and battery; decision affirmed on appeal to the Seventh Circuit.

** Denotes experience at a previous firm*

Professional Experience

Workplace Law, LLC, President (2015-2017)

Cochran, Inc., Chief Human Resources Officer and Senior Employment Counsel (2014-2015)

Stokes Lawrence, P.S., Of Counsel (2012-2014)

CLG & Ellis University, Interim In-House Employment Counsel (2009-2011)

Seyfarth Shaw, LLP

- Partner (2005-2009)
- Associate (1998-2005)

Cobb County District Attorney, Assistant District Attorney (1993-1996)

Thought Leadership

July 14, 2020 | Publication

Religious Employers Given Greater Freedom and Latitude Over Employment Decisions as the US Supreme Court Adopts a Broad View of the 'Ministerial Exception'

Labor, Employment & Benefits Legal Update

June 19, 2020 | Publication

US Supreme Court Says Sexual Orientation and Gender Identity Discrimination Violate Federal Law

Labor, Employment & Benefits Legal Update

October 23, 2018 | Event / CLE

36th Annual 'Best Practices for Best Employers™' Labor and Employment Seminar

Lane Powell Seminar | Seattle

October 17, 2017 | Event / CLE

35th Annual 'Best Practices for Best Employers' Labor and Employment Seminar

Lane Powell Seminar | Seattle

March 28, 2017 | News

Joffe Quoted in *Human Resource Executive Online* Article
In the News

January 24, 2017 | News

Joffe Joins Labor and Employment Department
Firm Announcement

2019 - 2016 | Publication

Employment Discrimination Law Portfolio

Bloomberg BNA Corp.