

Lizbeth (“Beth”) V. West
Shareholder

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Education

J.D., with great distinction,
Order of the Coif, University of
the Pacific, McGeorge School
of Law, 1999

B.A., *summa cum laude*,
California State University,
Sacramento, 1994

Certificate in Employment
Mediation, Cornell University’s
ILR School, 2016

Bar Admissions

California

Washington

Court Admissions

All State Courts and all Federal
District Courts in California

All State Courts in Washington

U.S. Court of Appeals, Ninth
Circuit

PRACTICE AREAS

ADA Compliance | Labor and Employment | Labor and Employment Counseling |
Employment Mediation

Beth is a Shareholder in the firm’s Labor and Employment Group. She is admitted to practice law in the states of California and Washington.

Employment Counseling & Defense

Beth assists employers in all aspects of their employment relationship with their employees and defends employers in employment disputes. Her practice focuses on counseling employers, HR, and management staff on matters such as recruiting and hiring; employment agreements and compensation plans; protection of trade secrets; wage and hour laws; independent contractor status; performance standards and disciplinary actions; privacy; leaves of absence and reasonable accommodations; preventing discrimination, harassment and retaliation; preventing and responding to theft and embezzlement; reductions in force, terminations, and layoffs; and compliance with other state and federal employment laws.

Beth has extensive experience counseling and representing employers in governmental audits with agencies like the DOL, EEOC, DFEH, DLSE, EDD, OFCCP, and others. She also conducts employment due diligence audits for businesses in connection with mergers and acquisitions to evaluate employment law compliance and identify potential liabilities. Beth is also a regular employment-law trainer on many workplace topics, including AB 1825 sexual harassment prevention training. She is a charter and sustaining member of the Association of Workplace Investigators (AWI) and conducts independent workplace investigations for both public and private employers.

In addition to her counseling practice, Beth has years of experience defending employers in various forms of employment-related litigation in state and federal court, and in administrative actions before a number of state and federal agencies. She has successfully defended and settled a multi-million dollar wage and hour class action, and has also defended and won complex breach of contract, discrimination, whistleblowing, and retaliation claims on summary judgment. Beth’s litigation practice also includes the representation of business owners and operators in ADA and state disability access cases, and she has written amicus curiae briefs for industry and business clients in important disability access cases before

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Affiliations & Awards

State Bar of California, Labor & Employment Law and Litigation Sections

Sacramento County Bar Association, Appellate and Labor & Employment Law Sections

Sacramento Employer Advisory Council (SEAC), Board Chair, 2011 - 2013

Sacramento County Bar’s Judiciary Committee

State Bar of Washington, Labor and Employment Law Section

Meritas, Sacramento - Member

Sacramento Magazine’s Top Lawyers, 2015-2016
Employment and Labor

Fellow, Litigation Counsel of America

Northern California *Super Lawyers*, 2009, 2010, 2012-2016

Top 25 Sacramento *Super Lawyers* of 2013, 2015, and 2016

Top 50 Northern California Women *Super Lawyers* 2014-2016

Top 100 Northern California *Super Lawyers* 2015-2016

Sacramento Business Journal’s Best of the Bar, 2014 & 2016

Association of Workplace Investigators (AOWI)- Charter and Sustaining Member

the California Supreme Court and the Ninth Circuit Court of Appeal.

Employment Mediation

Based on her many years of experience as an employment litigator and her specialized training and certification from Cornell University’s ILR School in employment mediation, Beth has the skills and expertise to provide trusted and effective mediation services exclusively in the area of employment disputes. Beth assists parties in resolving virtually every type of employment claim, including but not limited to: harassment, discrimination, and retaliation claims; wrongful termination claims; failure to accommodate and statutory leave violations; whistleblowing claims; wage and hour claims; invasion of privacy claims; and other statutory, tort and contract claims.

For more information about Beth’s mediation services, please contact her at 916/558-6082 or lwest@weintraub.com, or her assistant, Janet Giebel, at 916/558-6062 or jgiebel@weintraub.com.

Publications & Teaching Experience

In addition to her busy employment law and mediation practice, Beth is active in supporting the education of employers and attorneys in the field of employment law. She is the co-author of the Lexis Nexis treatise entitled, “*California Leave Law: A Practical Guide for Employers*,” is a contributing editor for The Rutter Group’s “*California Practice Guide: Employment Litigation*,” and regularly writes for Weintraub Tobin’s Labor and Employment Law Blog. She also served as the Chair of the Board of Directors of the Sacramento Employer Advisory council (SEAC) from 2011 through 2013. Beth has previously been an adjunct professor of law at UOP, McGeorge School of Law, and has taught the “*Elimination of Bias in the Practice of Law*” course at McGeorge’s annual CLE conference. She is also a regular speaker and trainer on employment issues facing California employers.

Awards & Recognitions

Beth was selected for inclusion in the Northern California Super Lawyers for 2009, 2010, 2012, 2013, 2014, 2015, and 2016. Additionally, she was named one of the Top 25 Sacramento Super Lawyers for 2013, 2015, and 2016, one of the Top 50 Northern California Women Super Lawyers for 2014, 2015, and 2016 and one of the Top 100 Northern California Super

Lawyers for 2015 and 2016. Beth was also selected as a Fellow of the Litigation Counsel of America in 2015; an honor bestowed on less than one half of one percent of American lawyers.

Community Involvement

Beth is involved in charitable work in the local community and globally. She belongs to the Sacramento Advocates for Girl Empowerment (SAGE), an outreach organization to underprivileged children, and is a sponsor for the SPCA in Sacramento and Yolo Counties. She previously led Weintraub Tobin’s “Champions for Adoption” Team with Sierra Adoption Services (now Sierra Forever Families) to raise money to place foster children in loving adoptive homes. She was a member of the Habitat for Humanity Global Village Mekong Big Build Team that built a village of homes for poor and displaced families in Phnom Penh, Cambodia in 2013, and she volunteers for Special Spaces, a non-profit that does bedroom buildouts and makeovers for terminally or chronically ill children.

In her free time, Beth enjoys cooking, hiking, running, and spending time with her family.

Representative Cases

Beth has successfully represented employers in a variety of employment-related cases, and has also represented a number of business owners and operators in disability access litigation. Below are just a few of her representative cases:

- ***Bristow v. Dome Printing (Sacramento County Superior Court and Third District Court of Appeals)***
Summary Judgment and Successful Defense on Appeal. Obtained summary judgment for the employer and successfully defeated subsequent appeal in employment case involving claims of age discrimination and violations of FMLA and CFRA. Successfully argued on appeal that an employee’s refusal to work overtime due to the health condition of his wife, did not constitute a request for intermittent or reduced-schedule leave under FMLA or CFRA.
- ***Wilson v. Nimbus Winery (U.S. District Court for the Eastern District)***

Defense Verdict at Trial: Obtained a full defense verdict in an ADA and California state disability access trial by providing that Plaintiff’s claim of access barriers was without merit and that the proposed plan for barrier removal offered by Plaintiff’s expert was not “readily achievable.”

- ***Vincent v. Grassland Water District (Merced County Superior Court)***
Summary Judgment. Obtained summary judgment for the employer in a whistle-blowing, retaliation, and wrongful termination case involving allegations of misuse of district funds and resources.
- ***Spinks v. E. J.’s Pizza (Sacramento County Superior Court)***
Defense of Wage & Hour Class Action. Defended and ultimately settled a class action wage and hour lawsuit involving claims of unpaid overtime and missed meal and rest periods.
- ***Reynolds v. Covell Commons HOA (Yolo County Superior Court)***
Summary Judgment. Obtained summary judgment for employer in case involving claims of hostile work environment, retaliation, and constructive discharge.

Industry Experience

Beth has extensive experience providing employment advice, counseling, training, and litigation defense to employers in the following industries:

- Agricultural and Post-Harvest Production
- Banking
- Car Dealerships
- Entertainment and New Media
- High Tech and Solar Companies
- Manufacturing and Retail
- Medical Practices
- Non-Profit and Charitable Organizations
- Property Management Companies
- Property Owner Associations
- Professional Services Companies
- Restaurants
- Trucking Companies