

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

Certificate in Workplace
Investigations, AWI 2017

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

Employment Mediation | Labor and Employment Counseling | Labor and
Employment Defense

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

Employment Mediation

Based on her many years of experience as an employment attorney and her specialized training and certification from Cornell University's ILR School in employment mediation, Beth provides trusted and effective mediation services exclusively in the area of employment disputes.

Beth can assist parties in resolving virtually every type of employment dispute - either pre or post litigation, including:

- Harassment, discrimination, and retaliation
- Breach of contract
- Wrongful termination
- Failure to reasonably accommodate
- Statutory leave of absence violations
- Whistleblowing
- Wage and hour violations
- Various 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.

Workplace Investigations

Beth is a charter and sustaining member of the Association of Workplace Investigators (AWI) and conducts independent and neutral workplace investigations for both public and private employers.

Employment Counseling and Training

Beth has years of experience assisting employers in all aspects of their employment relationship with their employees. Her practice focuses on counseling and training employers, HR professionals, and managers regarding:

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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

State Bar of Washington, Labor and Employment Law Section

Yolo County Community Services Action Board Member-District 2

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

Meritas, Sacramento - Member

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

Sacramento County Bar's Judiciary Committee, 2009-2016

Fellow, Litigation Counsel of America

Northern California *Super Lawyers* 2009, 2010, 2012-2019

Top 25 Sacramento *Super Lawyers* 2013, 2015-2019

Top 50 Northern California Women *Super Lawyers* 2014-2019

Top 100 Northern California *Super Lawyers* 2015-2019

Sacramento Business Journal's Best of the Bar, 2014, 2016-2019

Sacramento Magazine's Top Lawyers, 2015-2019
Employment and Labor

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- 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 rights
- Leaves of absence and reasonable accommodations
- Preventing discrimination, harassment, and retaliation
- Preventing and responding to theft and embezzlement
- Reductions in force, terminations, and layoffs
- Compliance with other state and federal employment laws
- Due diligence audits in connection with mergers and acquisitions to evaluate employment law compliance and identify potential liabilities
- AB 1825 sexual harassment prevention training and other supervisor best-practices training

Employment Defense

Beth has years of experience representing employers in governmental audits and investigations, and defending them in various forms of employment-related litigation in state and federal court, as well as before administrative tribunals.

- DOL, EEOC, DFEH, DLSE, EDD, CalOSHA, and OFCCP audits, investigations, and appeals
- Wage and hour claims
- Harassment, discrimination, retaliation claims
- Failure to reasonably accommodate claims
- Interference with FMLA/CFRA claims
- Breach of contract claims
- Whistleblowing and wrongful termination claims

Disability Access Defense

Beth has extensive experience representing business owners and operators in ADA and California disability access cases.

- Representation of businesses in state and federal court
- Amicus curiae briefs for industry and business clients in important disability access cases before the California Supreme Court and the Ninth Circuit Court of Appeal

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Publications & Teaching Experience

Beth is active in supporting the education of employers and attorneys in the field of employment law.

- Co-author of the Lexis Nexis/Matthew Bender Treatise entitled, "California Leave Law: A Practical Guide for Employers"
- Contributing editor to Chapter 10 ("Harassment") of The Rutter Group's "California Practice Guide: Employment Litigation"
- Regular writer for Weintraub Tobin's Labor and Employment Law Blog
- Former Chair of the Board of Directors of the Sacramento Employer Advisory Council (SEAC) from 2011 through 2013
- Previous adjunct professor of law at UOP, McGeorge School of Law
- Instructor for UOP, McGeorge School of Law's CLE course - "Elimination of Bias in the Practice of Law"
- Regular speaker and trainer on employment law issues for various organizations in California

Community Involvement and Interests

- Hope Cooperative, Sacramento Board member
- Yolo County Community Services Action Board Member
- Sacramento Advocates for Girl Empowerment (SAGE) - outreach organization for underprivileged children
- 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
- Sponsor for the SPCA in Sacramento and Yolo Counties
- Habitat for Humanity Global Village - Mekong Big Build in Phnom Penh, Cambodia 2013; Amarente Build in Portugal 2017
- Special Spaces volunteer - bedroom buildouts and makeovers for terminally or chronically ill children
- In her free time, Beth enjoys traveling, cooking, hiking, running, and spending time with her family and friends

Representative Cases

Below are a few of Beth's representative cases:

- ***Bristow v. Dome Printing* (Sacramento County Superior Court and Third District Court of Appeals)**

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Obtained summary judgment for employer and defeated subsequent appeal in age discrimination and FMLA/CFRA violation case.

- ***Wilson v. Nimbus Winery (U.S. District Court for the Eastern District)***

Obtained a full defense verdict at trial in an ADA and California disability access case.

- ***Vincent v. Grassland Water District (Merced County Superior Court)***

Obtained summary judgment for employer in whistleblowing, retaliation, and wrongful termination case.

- ***Spinks v. E. J.'s Pizza (Sacramento County Superior Court)***

Successfully defended and ultimately settled 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)***

Obtained summary judgment for employer in hostile work environment, retaliation, and constructive discharge case.

Industry Experience

- 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

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