

Joy C. Einstein

Shareholder

T 301-945-9250

T 703-684-5200

F 301-230-2891

E jeinstein@shulmanrogers.com

Employers and business owners turn to Joy Einstein for trusted legal counsel on employment policies, practices and preventative measures aimed at avoiding costly litigation. Employers with unionized workforces rely on her expertise to manage unionization campaigns, handle unfair labor practice charges, negotiate collective bargaining agreements (CBAs) and address strikes, grievances and arbitration procedures.

Clients and colleagues value Joy's ability to design tailored legal solutions and communicate them with clarity. They often commend her responsiveness, flexibility and commitment to achieving the best possible outcomes, even under tight time constraints.

Joy is a shareholder in the Firm's [Employment & Labor Practice Group](#). She advises employers on matters such as employee misconduct, workplace harassment, compensation and leave issues. She also represents clients in litigation involving discrimination, sexual harassment, wage and hour disputes, non-competition and non-solicitation agreements and breach of contract. Additionally, Joy assists with drafting and reviewing employee handbooks, and she represents federal employees before the Merit Systems Protection Board (MSPB)



Bar & Court Admissions

District of Columbia

Maryland

Virginia

West Virginia

U.S. District Court for the District of Columbia

U.S. District Court for the District of Maryland

U.S. District Court for the Eastern District of Virginia

U.S. District Court for the Northern District of West Virginia

U.S. District Court for the Southern District of West Virginia

Education

William & Mary Law School, J.D., 2011

William & Mary, B.A., 2006, *magna cum laude*

and the Equal Employment Opportunity Commission (EEOC).

When litigation is unavoidable, Joy passionately advocates for clients before federal and state courts, as well as administrative agencies, including the EEOC and municipal human rights commissions. She represents employers in matters involving labor unions, including collective bargaining negotiations, unfair labor practice charges, and union representation proceedings before the National Labor Relations Board (NLRB). Furthermore, she has substantial experience defending credit reporting agencies and financial institutions in Fair Credit Reporting Act (FCRA) litigation.

Recently, Joy has expanded her practice to [assist federal employees facing unexpected agency closures or terminations](#). She provides guidance on asserting their rights, negotiating severance agreements and understanding pension or transfer options. Her proactive approach focuses on delivering strategic advice to help clients rebuild their careers with confidence.

In addition to her legal practice, Joy collaborates with the Restaurant Association of Metropolitan Washington, offering educational programs on employment law issues relevant to the hospitality industry. Past sessions have covered topics such as the 80/20 Rule, navigating the post-COVID hospitality environment and wage modeling after the tip credit ban.

Joy earned her J.D. from William & Mary's Marshall Wythe School of Law. Before joining the Firm, she worked as an associate at a prominent West Virginia law firm, practicing labor and employment law as well as general litigation. She also served as a law clerk for Judge James E. Seibert in the

Northern District of West Virginia. Joy is admitted to practice law in the District of Columbia, Maryland, Virginia, and West Virginia.

Results

- Settled wage and hour class action claims on favorable terms, saving the employer from having to declare bankruptcy.
 - Defended employer against EEOC charge, resulting in determination that no reasonable cause existed to believe discrimination occurred after a petition was filed with the NLRB.
 - Represented employer in union organizing campaign, resulting in an employee vote against unionization. The vote was upheld on appeal.
 - Represented employer in unfair labor practice charge proceedings related to employee terminations. NLRB upheld the employee terminations.
 - Achieved summary judgement dismissing lawsuit by former employee claiming he was owed payout for accrued but unused vacation and other leave benefits upon termination of employment.
 - Won motion to dismiss Fair Credit Reporting Act claims brought by consumer.
 - Defended apartment complex management company against housing complaint filed with Maryland Commission on Civil Right and HUD.
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Recognition

- Best Lawyers Women in the Law, 2025
 - The Best Lawyers in America, 2025
 - Bar Association of Montgomery County Employment Law Section, Co-Chair
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