SHULMAN ROGERS

Joy C. Einstein

Shareholder

T 301-945-9250

T 703-684-5200

F 301-230-2891

E jeinstein@shulmanrogers.com

Employers trust Joy Einstein to be in it with them — through the day-to-day complexities of workforce management, the high-stakes tensions of a big litigation or a union campaign, and the unexpected moments that demand clear judgment and a steady hand. As a shareholder in Shulman Rogers' Employment & Labor Practice Group, Joy brings elite legal expertise to employers across Maryland, Washington, D.C., and Virginia, and delivers it the way clients actually need it: directly, accessibly, and with a genuine investment in the outcome.

Joy advises businesses on the full spectrum of employment law matters, from workplace harassment and employee misconduct to compensation, leave, and wage and hour compliance. She designs tailored employment policies and employee handbooks that help organizations stay ahead of risk, and she represents employers before federal and state courts, the Equal Employment Opportunity Commission (EEOC), the National Labor Relations Board (NLRB), the Merit Systems Protection Board (MSPB), and municipal human rights commissions.

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

U.S. Court of Appeals, 4th Circuit

LANGUAGES

English

French

EDUCATION

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

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

For employers with unionized workforces, Joy is a trusted partner through every stage of the labor relations process. She represents employers in matters involving labor unions, including collective bargaining negotiations, unfair labor practice charges, and union representation proceedings before the NLRB. She also handles strikes, grievances, and arbitration, staying close to the work and focused on outcomes that protect the business over the long term.

When litigation is unavoidable, Joy advocates for clients before federal and state courts, as well as administrative agencies including the Department of Labor (DOL), the EEOC, and municipal human rights commissions. She also has substantial experience defending consumer reporting agencies, financial institutions, background check companies, and tenant screening companies in Fair Credit Reporting Act (FCRA) litigation and related claims brought under other federal and state laws.

Beyond the courtroom, Joy assists executives, partners, and owners in negotiating severance agreements or "business divorces." Her proactive approach focuses on delivering strategic advice to help clients rebuild their careers with confidence.

Joy is also a recognized resource in the hospitality industry, collaborating regularly with the Restaurant Association of Metropolitan Washington to deliver educational programs on employment law topics, from the FLSA 80/20 Rule and tip credit regulations to wage modeling and post-pandemic workforce challenges. Clients value her ability to translate complex legal requirements into practical guidance they can actually use.

Joy earned her J.D. from William & Mary's Marshall Wythe School of Law and her B.A., *magna cum laude*, from William & Mary. Before joining Shulman Rogers, she served as a law clerk for Judge James E. Seibert in the Northern District of West Virginia. She is admitted to practice in the District of Columbia, Maryland, Virginia, and West Virginia, and she is fluent in French.

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.

Recognition

- The Best Lawyers in America®, 2025-2026
- The Best Lawyers in America® – Women in the Law, 2025
- Bar Association of Montgomery County Employment Law Section, Co-Chair