

Jeffrey A. James is a shareholder with SEBRIS BUSTO JAMES. He has represented employers in labor and employment matters since 1988. Jeff's practice focuses on helping employers comply with state, federal and local employment laws and defending employers when litigation arises. He also prosecutes matters on behalf of employers seeking to enforce employment agreements, restrictive covenants, or other obligations. Jeff is a trial and appellate attorney who has successfully represented clients in proceedings before state and federal courts at all levels, as well as before administrative agencies and in alternative dispute resolution proceedings. Jeff is a frequent speaker at legal and industry seminars on issues affecting the workplace.

## Practice Focus

- Litigation
- Discrimination
- Business Torts
- Wage and Hour
- Reasonable Accommodation
- Hiring/Firing
- Labor Relations
- Employment Contracts
- Retaliation
- Restrictive covenants
- Reductions in Force (RIF) and WARN Compliance
- Confidentiality and Trade Secrets
- Unemployment Compensation
- Personnel Policies
- Safety and Health

## Professional & Community Activities

Jeff has been actively involved in federal, state, and local bar associations for over two decades. He is the past-Secretary of the Executive Board of the Washington State Bar Association – Labor & Employment Law Section, and past- Chair of the Washington Defense Trial Lawyers – Employment Law Committee. He is also a member of the Washington Bar Association, Intellectual Property Section; the King County Bar Association, Labor and Employment Section; and the American Bar Association, Labor and Employment Section, where he serves on the Technology Subcommittee and the Employee Rights and Responsibilities Subcommittee. In 2007 he was elected to the King County Bar Association Board of Trustees to serve a three year term.

Jeff has been repeatedly named as a "Super Lawyer" by *Washington Law & Politics* and is listed in *The Best Lawyers in America* and *Best Lawyers in Seattle*. He has received the highest possible peer review rating for competency and ethics (AV) by Martindale-Hubbell. He is also a professional guitarist and high-performance driving instructor in his spare time.

## Educational Background

Jeff earned his J.D., *magna cum laude*, from Seattle University School of Law in 1988, where he was Lead Articles Editor of the Law Review. In 1988 he served as an extern for The Honorable Eugene A. Wright, Ninth Circuit Court of Appeals. Jeff received his B.A., *cum laude*, from Western Washington University in 1984.



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