

SEATTLE LEADERS  
IN LAW

## WORK AND THE LAW

Sebris Busto James anticipates and responds to employment litigation matters with wisdom and foresight.



**F**ounded in 1992, boutique labor and employment law practice Sebris Busto James (SBJ) delivers extensive expertise and skill in areas of law constantly being redefined—workplace discrimination, wage and hour, human resources, labor relations, workplace investigations, and more.

“Employment law is a moving target,” says Jeff James, the firm’s managing partner. “New case law and legislation can make it difficult to run a business and manage a workforce. That’s where we become true partners with our clients.”

Because they exclusively practice employment and labor law, SBJ’s 14 lawyers can prioritize fine-tuning their craft, often trailblazing innovation in their field. The team includes preeminent leaders responsible for landmark decisions that have shaped Washington state employment law and federal labor law. Representing clients of all sizes, from Fortune 500 corporations to family-owned businesses, SBJ attorneys regularly argue in state, federal, and appellate courts as well as before regulatory bodies.

“The depth of our attorneys’ experience means there’s nothing we haven’t already seen,” says James. “And our business model emphasizes teamwork, so when a question arises, a knowledgeable, senior-level attorney is available to respond without unnecessary delays.”

### TIMING IS EVERYTHING

While SBJ’s reputation in the courtroom and at the negotiation table is remarkable, the firm is most prized by its clients for foreseeing and preventing legal pitfalls. “Helping employers avoid

or minimize litigation and government intervention is a major focus of our practice,” explains James.

As valued partners, SBJ believes consultation is the key to avoiding and mitigating legal claims. “Our clients make creating positive work environments a high priority and are rewarded with enhanced morale, increased productivity, and limited exposure to grievances, charges, lawsuits, and unionization attempts,” adds James.

One of the most common mistakes business owners and managers make is not taking employment issues seriously. Too often, well-meaning HR professionals or other decision-makers try to resolve conflicts themselves. But, at the first hint of trouble, a brief consultation with a qualified employment law attorney can pay dividends later.

Recent social movements are giving employers even more reasons to stay ahead of potential pitfalls. “Increasingly, employers are being held accountable for their actions, as well as their failure to act. Employees expect their place of employment to provide more than a paycheck, and employers who fail to respond face retention and recruitment issues—or worse,” says James.

It comes as no surprise that the firm’s seasoned investigators are experts at responding to these higher standards of accountability by providing prompt, impartial assessments and recommendations to employers in need.

“Doing whatever it takes to avoid litigation is the most valuable service we offer employers,” says James. “Successful resolution often demands creativity, and the earlier we can become involved in the problem, the more win-win options we can develop.”

