

Labor and Employment Law: A Career Guide

Bernard Koteen Office of Public Interest Advising
Harvard Law School

Written by:
Kyle Edwards
2011 Summer Fellow

Sarah Robinson
2010 Summer Fellow

Edited by:
Catherine Pattanayak, Esq.
Assistant Director

Alexa Shabecoff, Esq.
Assistant Dean for Public Service

**Bernard Koteen Office of
Public Interest Advising
Harvard Law School
Pound 329
Cambridge, MA 02139
617-495-3108**

Table of Contents

Acknowledgements	3
Chapter 1: Introduction	4
Chapter 2: Issue Areas	8
Chapter 3: Practice Settings	12
Chapter 4: Work Types	25
Chapter 5: Planning Your Career	29
Chapter 6: Extracurriculars	45
Chapter 7: Personal Narratives	48
Chapter 8: Selected Organizations.....	55
Chapter 9: Selected Fellowships	73
Chapter 10: Selected Websites	81

Acknowledgements

This guide would not have been possible without the thoughtful insights gathered through nearly 40 interviews with labor and employment attorneys. Profound thanks are due to the following individuals for sharing their personal stories and rich knowledge of the field: Robin Alexander, Alison Asarnow, Steve Berzon, Cathleen Caron, Robert DeGregory, Elizabeth Drake, Edward Eitches, Terri Gerstein, Chuck Gilligan, Norm Gleichman, Shelley Gregory, Aaron Halegua, Piper Hoffman, Laura Juran, Lela Klein, Sophia Lai, Cyrus Mehri, ReNika Moore, Claire Prestel, Jose Rodriguez, JJ Rosenbaum, Sasha Shapiro, Hara Sherman, Summer Smith, Doug Stevick, Ashwini Sukthankar, Judith Starr, Julie Su, Anand Swaminathan, Daniel Vail, Grayson Walker, and Michelle Yau.

We are particularly grateful to Patricia Kakelec, Greg Schell and Shannon Liss-Riordan, for providing personal narratives, and to Claire Prestel for both being interviewed and reviewing the labor sections of the guide respectively.

We also drew from a wonderful panel presented by the National Association of Law Placement's Public Service Section in October 2011 called "Putting a Law Degree to Work for Workers: The New Landscape in Labor & Workers' Rights Careers" featuring Dovie King, Ricardo Ochoa and Liza Zamd.

Many thanks to Professor Ben Sachs for contributing his expertise in labor and employment law in editing this guide. Much gratitude is due to Catherine Pattanayak and Kirsten Bermingham for their careful editing and spot-on comments. Finally, thanks to Alexa Shabecoff for envisioning this guide and seeing it through to the finish with thoughtful editing and supervision.

CHAPTER 1 INTRODUCTION

There is something fundamental to a person's identity about work. "People's jobs are their lives," says **Claire Prestel '02**, a staff attorney for Public Justice who previously worked for the Service Employees International Union (SEIU) and the labor and civil rights firm Altshuler Berzon. "It gives you your sense of who you are as a person, your sense that you are contributing to society. Anyone who has been laid off or spent a period of time involuntarily unemployed knows how bad that feels." Work allows us to pay the bills, but is also a fundamental outlet through which we express ourselves to the broader community. Work defines our daily schedule and also shapes our future aspirations.

It follows that workplace issues, which exist in all regions and sectors across the world, are often microcosms of larger community problems. **Shelley Gregory '01**, formerly Senior Staff Attorney at the Legal Aid Society Employment Law Center, notes that, "People bring all of their ideas, their beliefs, their perceptions, and their ways of making sense of the world into their workplace with them." She goes on to explain that, "Our workplaces are much more regulated than our homes. There is a lot that goes on in the workplace that really has a serious effect on people's lives." As a result, working in labor and employment law enables lawyers to make a noticeable and widespread difference in society. This guide will introduce you to some of the opportunities that can help you build a lasting, rewarding career in this field.

LABOR AND EMPLOYMENT LAW: AN OVERVIEW

Labor law has traditionally encompassed the relationships among unions, employers, and employees. Labor laws grant employees in certain sectors the right to unionize and allow employers and employees to engage in certain workplace-related activities (for example, strikes and lockouts) in order to further their demands for changes in the employer-employee relationship.

Employment law, on the other hand, is defined more broadly as the negotiated relationships between employers and employees. Although employment lawyers deal with many of the same parties as labor lawyers (i.e., workers and companies), they conventionally address issues that fall outside the framework of union-management relations and collective bargaining. As a result, the extent to which statutes or regulations pertain to unions and union-workers usually determines whether or not they are regarded as components of "labor law" or "employment law."

Given the distinguishable set of issues encompassed in each field, labor law and employment law remain discrete areas of practice. However, these two fields have, over time, become increasingly symbiotic. Careers in either field can involve both labor and employment law questions. This guide will give you a better sense of the major differences between the two areas so that you are better able to define your particular interests.

The labor and employment law fields are constantly evolving. Since workplaces often change faster than the laws that govern them, attorneys must regularly rethink how these fields should

look in the present and in the future. **Greg Schell '79**, Managing Attorney of the Migrant Farmworker's Justice Project at Florida Legal Services, notes that "The human mind is enormously creative—by the time you close a loophole that had previously allowed employers to not uphold the legal rights of employees, they find a new one. The schemes and scams seem endless." Some of the most current and controversial issues in labor and employment law involve collective bargaining, discrimination, wage and hour regulations, immigration issues, health care benefits, and pension security.

WHY WORK IN LABOR OR EMPLOYMENT LAW?

This guide is written from the perspective of those public interest lawyers who work on behalf of unions and employees, as opposed to the large number of labor and employment lawyers who represent the management side of disputes.

Impact on Workers

The employer-employee relationship involves complex power dynamics. **Shannon Liss-Riordan '96**, founding partner of Lichten & Liss-Riordan, P.C., a plaintiffs'-side employment and union-side labor law firm, laments that "the balance between employers and employees is grossly disproportionate." In explaining why labor and employment lawyers are so necessary, **Claire Prestel '02** notes, "No one employee can stick their head up and complain without fear of retaliation. Anyone in any workplace knows how that works." In the face of staggering amounts of illegal retaliation, lawyers are needed "to make workers' rights real and to give them the courage to stand up in the future."

In distinguishing labor and employment law from other public interest fields, **Laura Juran**, an in-house attorney for the California Teachers Association, explains, "There is an immediacy to it that I just think is different. You are not dealing with impact litigation where you have some named plaintiff but it's just kind of a plaintiff in theory. There is a real person in front of you who is crying and has had a terrible thing happen and you are there to help them. Some of the most satisfying cases I've handled as a labor lawyer are the cases where I get someone their job back and save their family's livelihood."

The majority of lawyers interviewed for this guide echoed Juran's emphasis on working face-to-face with real people from a variety of different occupations. **Anand Swaminathan '06**, formerly with Vladeck, Waldman, Elias, & Engelhard, a union-side labor firm, and now with Loevy and Loevy, a civil rights firm in Chicago, remarks, "These people come in everyday. I know their faces, I know their names, and I know about their problems. I spend a lot of time interacting with them directly so that I know and understand who I'm working for and who I'm representing." If this type of interaction appeals to you, labor and employment law is a field that allows, and indeed is based on, such interpersonal exchanges.

Nationwide Impact

On a larger scale, **Claire Prestel '02** notes that unions serve a function rarely perceived or appreciated by law students: "Corporations and big banks and all of these entities, they have a

huge and growing amount of sway. You need a counterbalance and Congress can't be that counterbalance because they get their money from the corporations. If you have unions, they represent thousands of employees. That's the other side." **Laura Juran** adds, "The unions are still the groups that can get out thousands of people on a day's notice to vote on an issue...I really feel like we're also protecting the middle class and middle class interests." An understanding of the role that unions play in our society is essential, especially in light of current events: in May 2011, Wisconsin, one of the first states to provide collective bargaining for public sector workers, officially revoked almost all of those rights. A number of states appear to be moving in that direction.

My clients are great people and I have been blessed and privileged to represent them.

*- Greg Schell '79
Migrant Farmworker
Justice Project*

Labor and employment law also provides an opportunity to help increase access to the justice system for disenfranchised individuals across the country. **Shelley Gregory '01** notes, "I have found a way to take the education that I received at Harvard Law School and the access and the privilege and the benefits of being educated at a place like HLS and I've been able to use that to facilitate access to the judicial system or to systems that have the ability to provide real remedies to real live people who, in the absence of the work that we're doing, might not have access to agents of authority." Similarly, **Greg Schell '79** explains that the people labor and employment lawyers represent are, "generally poor and they're poor frequently because of the legal processes that our legal system supports." Working as a labor or employment lawyer can allow you a hand in altering these legal processes.

The Scope of the Field

The vagueness of the term "labor and employment law" can deter law students and attorneys when considered alongside easily definable fields that may sound more exciting, such as environmental law, education law, and health law. Yet labor and employment law is truly a versatile field that frequently touches on issues that arise in a wide range of other legal disciplines.

Consider the career path of **Robert DeGregory '04**. After graduating from HLS and clerking, he worked as an in-house attorney in the Pittsburgh office of the United Steelworkers, a union which represents workers in a diverse range of industries, such as steel, paper and forestry, tire and automotive, other types of manufacturing, oil and gas, health care, and pharmaceuticals. Much of his work in this position consisted of providing legal support to the union in negotiating collective bargaining agreements which regulated the rights, benefits and entitlements of workers for various companies, as well as enforcing the terms of those agreements through arbitration and litigation. A major concern was to protect the benefits, health insurance, and pensions that union members "worked for many years at often difficult and dangerous jobs" to obtain. From there he moved to Los Angeles to work for the Writers Guild of America, representing union members in the film and television industry who work largely independently, often for many different employers over their career. They do not have "just cause protection" from discharge although they are guaranteed minimum compensation under their individual contracts pursuant to the major multiemployer collective bargaining agreement the Guild negotiates and enforces

with major studios and independent producers. Issues included enforcing guaranteed compensation under individual agreements, ensuring back-end compensation for successful movies or shows, and handling intellectual property disputes over the rights of writers to control and be compensated for further exploitations of their original creative work. A somewhat whimsical-sounding example of such an intellectual property dispute, which nonetheless could have a substantial effect on a writer's legal rights and entitlement to compensation, would be to determine "whether or not a toy that is being sold represents a generic pirate or whether it represents a particular pirate character described by the writer, or whether it represents a particular actor who played that pirate in a film or television show." Finally, he arrived at his current job as Associate Counsel of the National Hockey League Players Association in Toronto, Canada, where his work includes representing professional hockey players in grievance and arbitration proceedings and advising the Association in collective bargaining with the National Hockey League. Major issues include health and safety concerns arriving from the latest research and medical science on concussions and other sports-related injuries, protecting the guaranteed compensation of players who become injured and are no longer able to play, as well as broader issues of advocating for an appropriate share of overall revenues being paid to the players in compensation for their services.

Other topics that frequently arise in the field but are not automatically connected to labor and employment law in people's minds include gender, LGBT issues, disability, illegal immigration, elder law, and bankruptcy. As **Robin Alexander**, Director of International Affairs for the United Electrical, Radio and Machine Workers of America, observes, "Most people mistakenly think of labor law as limited to the National Labor Relations Act," when in fact it covers a diverse set of areas.

The Culture of the Field

Finally, union and employee/plaintiff side lawyers appreciate the specific culture of the field. **Lela Klein '09**, a law fellow at SEIU, notes, "There is a palpable ethos within the office of commitment to workplace fairness." **Laura Juran** has noticed that, while working in labor and employment law is certainly not a narrowing experience, "many folks who actually go into labor and employment law post-law school and start to make a career out of it do tend to stay in it," due to a commitment to the goals of the labor movement and the importance of workers rights.

2 CHAPTER ISSUE AREAS

As noted in the Introduction, the fields of union and employee/plaintiff side law encompass a variety of different issue areas. Because of the interrelated nature of labor and employment laws, they are sometimes grouped under the broader category of “workers’ rights.” For this guide’s purposes, however, the issues discussed in each chapter will be subdivided into labor law and employment law.

LABOR LAW

Labor lawyers primarily work in or on behalf of unions and their members. In doing so, they are working under standards prescribed by the National Labor Relations Act (and a few other relevant statutes), which encourages collective bargaining and governs worker organizations and their interactions with employers. Labor lawyers’ work may range from negotiating new collective bargaining agreements on behalf of hundreds or thousands of workers to advising union leaders to representing individual union members in arbitration proceedings. While union-management relations are governed by three specific federal statutes, discussed below, workers’ “continuing demand for collective action has forced open alternative legal channels, which include collective campaigns in which workers turn to employment law, in particular the Fair Labor Standards Act and Title VII, as the legal architecture that facilitates and protects their collective activity.”¹ As a result, attorneys who primarily practice “labor law” will inevitably deal with a multitude of issues that are traditionally considered to be employment issues, as outlined in the “Employment Law” section below. Indeed, because unions and their workers participate in so many different industries and activities, labor lawyers routinely face legal issues that fall outside the realm of either the traditional labor statutes or employment law—including questions of First Amendment and other constitutional law, election law, administrative law, environmental law, healthcare law, etc.

Unions and Collective Bargaining

Labor-management relations are governed by three major statutes that set forth standards regulating unions, their internal structure, and their interactions with employers.

These three statutes are: the National Labor Relations Act (NLRA), the Railway Labor Act, and the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA). The NLRA governs the means by which employers may react to union organizers, engage in collective bargaining, and take part in strikes and other forms of concerted activity in support of their demands. The second major federal statute that addresses the rights of union workers is the Railway Labor Act (RLA). The primary purpose of the RLA is to offer employees of the railway and airline industries a process by which they are able to unionize and engage in collective bargaining while

¹ Benjamin Sachs, “Employment Law as Labor Law,” *Cardozo Law Review* 29, no. 6, (2008). <http://ssrn.com/abstract=1137901>.

simultaneously protecting commerce from damaging work stoppages and delays, both domestically and internationally. Since the RLA provides similar legal protections to workers as the NLRA, workers who are covered by the RLA are not covered by the NLRA. The third major piece of federal legislation that pertains to the governance of unions is the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), commonly called the Landrum-Griffin Act. The Landrum-Griffin Act, which addresses union officer elections and financial controls, was established to ensure basic standards of democracy and fiscal responsibility in private sector labor organizations.

EMPLOYMENT LAW

Employment attorneys encounter a wide variety of issues related to the governance and structure of employment relationships in non-union workplaces. Some of these issues include wage and hour standards, discrimination, workplace safety and health, pensions and benefits, and workers' compensation. In addition, they may also deal with some issues that are typically considered to be part of labor law practice (for example, the ability of workers to enforce employment rights collectively).

Wage & Hour

Wage and hour standards constitute an important —and growing—area of employment law. These standards include minimum wage, overtime pay, and underpayment in a variety of public and private workplaces, as well as family and medical benefits. Prevailing wages for government service and construction contracts fall within this area of employment law, as do work authorization criteria for non-U.S. citizens undertaking temporary, migrant, or agricultural work under the Immigration and Nationality Act. Wage and hour standards also cover workplace conditions for working children and protect children and adults alike from exposure to detrimental or unfair working conditions, such as those found in sweatshops and throughout the global human trafficking system.

A recent focus within wage and hour work has been working on “wage theft” particularly with immigrant workers. There is also a great deal of work around guest workers. Lawyers in this field say a knowledge of immigration law and bankruptcy law (to try to collect from employers who declare bankruptcy) are both very useful.

Discrimination

Workplace discrimination occurs when an employee suffers from unfavorable or unfair treatment in the workplace because of their age, gender, race, national origin, religion, or sexual orientation. Disability laws also expand upon the employment rights of veterans and persons with disabilities. Although workplace discrimination is becoming more widely reported, it continues to affect millions of workers across the country.

Some of the most significant pieces of legislation that protect workers from discrimination include Title VII of the Civil Rights Act, the Fair Labor Standards Act, and the Americans with Disabilities Act. Title VII of the Civil Rights Act of 1964 prohibits discrimination on the basis of

race, color, religion, sex or national origin. The Fair Labor Standards Act (FLSA) establishes a national minimum wage, guarantees “time-and-a-half” for overtime in certain jobs, and prohibits oppressive employment of minors. The Americans with Disabilities Act (ADA), enacted in 1990, is a body of civil rights law that prohibits discrimination based on disability. The ADA Amendments Act of 2008 was passed in response to a number of Supreme Court cases that made it extremely difficult to prove that a plaintiff was both disabled and capable of doing his or her job with reasonable accommodation. The Act makes it much easier to show disability, but now, according to **Grayson Walker ’10**, a trial attorney at the Equal Employment Opportunity Commission’s (EEOC) Chicago District Office, “The big open question is: what is a reasonable accommodation? Over 20 years, this has been an unexplored question because people kept getting knocked out on the definition of disability.” Therefore, determining reasonable accommodation is a fascinating new area for litigation.

While discrimination cases are argued, for the most part, on an individual basis, a substantial number of class action suits have been brought in courts all across the country on such issues. However, the June 2011 Supreme Court decision in the Walmart class action suit, which threw out the largest sex discrimination case in American history on the basis that the plaintiffs could not point to a common discriminatory company policy, will greatly restrict large class action lawsuits in the future. Walker voices both hope and concern in light of this decision. According to Walker, because the EEOC need not comply with Rule 23, which requires the plaintiffs to show commonality between all of the victims seeking relief, “We might be able to bring that type of suit. But that’s just what we think now. It’s possible that the door will close on us too and gradually there could be this convergence between Rule 23 class actions and EEOC class actions. If that’s the case, how are you going to get at systemic discrimination?” As Walker’s comments illustrate, this will be an exciting and essential area for public interest attorneys in the coming years.

Safety & Health

Safety and health regulations set standards designed to eliminate personal injuries and illnesses from occurring in the workplace. These standards are enforced through periodic inspections conducted in workplaces subject to the regulations. Standards for safety and health often require employers to adopt certain practices to appropriately protect workers on the job; employers are required to both familiarize themselves with the applicable standards and remove any hazards that might pose a threat to their employees. Numerous federal, state, and local job safety and health programs exist that cover both private sector and government employees. Mine safety is another “hot topic” in the field of employment law. Like general occupational safety and health standards, mine safety standards are enforced through frequent site inspections. Because of the dangerous conditions that accompany work in a mine, mine safety regulations can be particularly stringent.

Benefits & Pensions

Benefits can include retirement benefits as well as insurance plans (health, dental, life, etc.), daycare and tuition reimbursement plans, sick leave, and vacation (paid and non-paid). Pension standards deal more exclusively with the arrangement of funds to provide individuals with

economic support when they are no longer earning a regular income from employment. The Employment Retirement Income Security Act of 1974 (ERISA) establishes minimum standards for pension plans in the private sector and prescribes extensive rules regarding the federal income tax effects of transactions associated with employee benefit plans. Benefits and pension regulation is also composed of employee benefit trust regulation, pension insurance, and unemployment insurance benefits.

Robert DeGregory '04 notes, “A critical issue is the changing face of the employee retirement and health insurance system and how a union can adequately defend those rights which were hard fought for and won a long time ago but are continually being eroded. Those rights are critically important to the union members’ ability to get and keep their health insurance, to get a fair pension to support them in retirement. If you understand this area you can write your own ticket in the labor and employment world.” Attorneys that can develop an expertise in this area will have the potential to shape the landscape of the field for years to come.

Workers’ Compensation

Workers’ compensation programs provide wage replacement, medical treatment, vocational rehabilitation, and other benefits to employees who are injured or develop an occupational disease over the course of employment. The four federal workers’ compensation programs that are overseen by the United States Department of Labor include: the Energy Employees Occupational Illness Compensation Program, the Federal Employees' Compensation Program, the Longshore and Harbor Workers' Compensation Program, and the Black Lung Benefits Program. Each of these programs serves the specific employee groups that are covered under the applicable statutes and regulations by mitigating the financial burden resulting from workplace injury. There are also compensation programs that are administered by state governments and through the private sector. The worker’ compensation area is a fairly discrete one and tends to largely involve administrative advocacy rather than courtroom litigation.

Other Workplace Standards

Additional issues that arise in the workplace, though not as frequently as those listed above, include whistleblower protections, laws against polygraph tests, notices for plant closings and mass layoffs, and reemployment rights for uniformed services.

3 CHAPTER PRACTICE SETTINGS

Public interest, union and employee/plaintiff side attorneys may practice labor and employment law in a variety of settings. This section describes and provides general background information for four distinct practice settings: government, nonprofits, unions, and private public-interest law firms. Unions generally hire attorneys to practice labor law and nonprofit organizations typically hire attorneys to handle work related to employment law, while jobs with the government and with private public-interest firms allow opportunities to practice employment and/or labor law. Finally, included at the end of the section is a brief synopsis of the international market for labor and employment lawyers.

GOVERNMENT: LABOR AND EMPLOYMENT LAW

Federal Government

Attorneys practice labor and/or employment law in all levels of government. At the federal level, labor attorneys work within the National Labor Relations Board (NLRB), which administers the NLRA by investigating unfair labor practices and holding elections to determine union representation for private sector employees; the Department of Labor, which seeks to improve working conditions and assure benefits and right and employs attorneys in the Office of the Solicitor, the Wage and Hour Division, the Occupational Safety and Health Administration and the Office of

Labor-Management Standards, among many others; the Federal Labor Relations Authority (FLRA), which serves as the NLRB counterpart for government employees; and the National Mediation Board (NMB), which facilitates labor relations for the airline and railroad sectors due to their importance in interstate commerce and travel. Additionally, because nearly every federal agency hires attorneys to handle internal personnel matters, there are opportunities throughout the federal government for employment work.

Employment lawyers also work as part of the Equal Employment Opportunity Commission, which maintains 53 field offices in addition to its DC headquarters. The EEOC focuses on the enforcement of workers' rights to be free from discrimination on the basis of gender, religion, age The Civil Rights Division of the Department of Justice, is another federal agency that is involved in worker's rights, particularly on discrimination issues in the Employment and Disability Rights sections and the Office of Special Counsel, which protects immigrant workers

Department of Labor – Office of the Solicitor

The mission of the Office of the Solicitor is to provide legal advice to the Department of Labor regarding how to achieve its policy goals. In doing so, the Solicitor's Office ensures that federal labor laws are fairly applied to protect the nation's workers. The Solicitor's Office fulfills its mission by representing the Secretary and the agency's components in all necessary litigation, including both enforcement actions and defensive litigation, and in alternative dispute resolution activities; by assisting in the development of regulations, standards and legislative proposals; and by providing legal opinions and advice concerning all of the Department's activities.

against discrimination. Every federal agency also has an EEO office to investigate discrimination within the agency, though this work tends to be more management-side. Finally, the Office of Personnel Management administers the Fair Labor Standards Act for federal employees.

State and Local Government

State agencies that work on labor and employment issues may include Departments of Labor, Workforce Development, Industrial Accidents, and Labor Relations. Attorneys working in a state agency primarily provide legal advice to agency employees or to other related agencies in order to improve workplace safety and health, enforce state or local collective bargaining laws and make policy for workforce development. Attorneys may assist agency personnel in developing policy initiatives, implementing statutes, handling litigation and administrative hearings, and may provide significant amounts of direct legal counseling to key personnel and politicians.

One of my favorite cases was one of my first. It involved the question of whether an employee with end-stage renal disease could be considered “disabled” under the Americans with Disabilities Act. To me, the answer was a no-brainer. Someone who had to undergo dialysis multiple times a week simply had to be “disabled” and thus protected from discrimination under the ADA. So we filed a brief on behalf of the EEOC as amicus curiae in support of the plaintiff. And, as still a relatively young lawyer, I got to argue this important issue in the United States Court of Appeals for the Third Circuit before a panel that included now-Justice Alito. And the plaintiff won.

*-Daniel Vail, Appellate Lawyer
U.S. Equal Employment Opportunity
Commission*

Attorneys interested in labor and employment issues may also find meaningful work in the labor bureaus and civil rights divisions of state attorneys generals’ offices. Other viable options for labor and employment attorneys who are looking to work in state government include state solicitors’ offices, which oversee the appellate practices of attorney generals’ offices. There may also be a state human right commission that enforces discrimination laws; they investigate and prosecute violations or may refer them to the EEOC.

Local law departments and city attorney’s offices employ lawyers to work on labor and employment law issues. The primary responsibilities of government attorneys who focus on labor and employment law at the local level are litigation, the enforcement of local laws, and the implementation of various government services and programs.

Advantages and Disadvantages

One disadvantage of government practice is that political considerations may affect an attorney’s work, as agency priorities will inevitably fluctuate as a result of administration changes. In addition, because government attorneys are responsible for representing the particular governmental body in which they serve, rather than individual workers, many government attorneys do not have the same level of direct client contact as attorneys who work in unions, nonprofits, and private public-interest law firms.

Moreover, though government attorneys often have more resources available to them than attorneys working in nonprofit organizations, government attorneys may find that, as a result of the overarching executive bureaucracy, it can be difficult to push cases and programs through the

**U.S. Equal Employment
Opportunity Commission –
Office of General Counsel**

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee on the basis of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Most employers with at least 15 employees are covered by EEOC laws, as are most labor unions and employment agencies. The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages, and benefits. The EEOC Office of General Counsel (OGC) conducts litigation on behalf of the Commission under the laws enforced by EEOC. OGC attorneys brief and orally argue appeals of EEOC cases in federal appellate courts; file briefs as amicus curiae and present oral argument in private discrimination suits raising important or novel legal issues; litigate large systemic discrimination cases; oversee EEOC trial litigation, most of which is conducted by field offices located across the country; and review proposals for EEOC litigation.

system as quickly as they would like. On this point, **Grayson Walker '10**, an attorney for EEOC's Chicago Office, notes, "As a government attorney, just in distinction to a private plaintiff's attorney, I don't have as much control over the cases I litigate. Although I have less control over my caseload, I also have the opportunity to work on large systemic cases that might be too uncertain or expensive for a solo practitioner or small civil rights firm. For example, a private attorney may not pursue a disparate impact or class hiring case that requires statistical analysis or other expert discovery unless the initial evidence is overwhelming. The EEOC has the resources to litigate those cases and root out systemic discrimination."

Government attorneys also must consider their obligation to serve the public good, as well as the cause of their clients, which can lead to a conflict of interests. For instance, Walker explains that when litigating on behalf of the EEOC, "The purpose is really law enforcement. So we litigate to the point where we think that the monetary and non-monetary relief we're getting will compensate the victims and deter future violations." Despite the agency's focus on overcoming discrimination and agency lawyers' ability to take cases a private plaintiff's attorney could not, he notes, "We advise class members who participate in our litigation that the EEOC's interests may not align perfectly with their individual interests and remind them of their right to intervene as co-plaintiffs in our lawsuits. At the end of the day, my client is a government agency and class members have a right to know the limits of our legal representation." Accepting the balance required between the needs of the agency

and the needs of the individual victims involved can be a difficult feat for government employees.

However, many government attorneys find that the frustrations outlined above are outweighed by the numerous advantages of government work. While the salaries of most government attorneys are not as high as the salaries of large private law firm lawyers, they are nevertheless typically higher and less volatile than salaries in the nonprofit sector. Not having to bill hours is a source of relief for many choosing to practice labor or employment law as a government

employee rather than at a firm. Government attorneys also find that their hours are typically reasonable.

UNIONS: LABOR LAW

Union attorneys appreciate the variety of their responsibilities as well as the diversity of the staff and union members they work with. **Lela Klein '09**, a law fellow at SEIU, comments, “The work of in-house union attorneys is unique because we serve as counsel to what is essentially a social justice movement. The legal department has a hand in all of the campaign activities of the union and we’re not limited to ‘traditional’ legal work or litigation.”

California Teachers Association

The California Teachers Association (CTA) serves 325,000 members, including elementary and high school teachers, community college professors and California State University faculty, nurses, librarians, counselors, social workers, and psychologists. The Legal Services Department files unfair labor practices charges with the Public Employees Relation Board (PERB - the state counterpart for the NLRB), litigates for statutory rights under the California Education Code, and files petitions with PERB in the process of organizing new employees, such as the growing number of charter school teachers. The CTA also represents members in layoff proceedings, dismissals, and credential reviews, all of which are politically hot topics in light of the growing strength of the school reform movement. The union is also incredibly active in California politics, spending significant amounts of time and money on lobbying and voting campaigns. The Legal Services Department provides support to the Government Relations Division on such legislative policy issues.

The activities of lawyers in this practice setting can be divided into two areas: the typical dispute-related work of a labor lawyer and the advising/organizing work that is specific to in-house union attorneys.

When disputes arise, union attorneys may find themselves filing complaints with NLRB or other federal and state agencies, representing union members before an administrative judge, (litigating on behalf of a union in court because the union is being sued or is suing someone else, or appealing NLRB cases to the federal or state court system.)

In-house union attorneys are also involved in strategizing for campaigns; researching the legal aspects of the union’s legislative, regulatory and political advocacy work; working on the ground at a rally or strike in case issues arise; reviewing and drafting statements the union issues on a wide variety of subjects; negotiating new collective bargaining agreements with employers; and advising on the internal governance of the union, on the reporting requirements of the U.S. Department of Labor or about how to operate effectively in countries with different legal systems.

In light of these in-house specific tasks, and especially in large unions, in-house attorneys may spend more of their time on advice and counsel than

do attorneys in private firms, who focus primarily on active litigation. Union attorneys’ responsibilities for negotiating new collective bargaining agreements also help them acquire outstanding negotiating skills. This skill set is something that has assisted union attorneys in advancing their legal careers both within and outside of unions.

Size is an important factor in determining whether and where to go in house, as **Robert DeGregory '04** learned through his union experiences: “The National Hockey League Players Association has approximately 45 staff for 800 members that can afford a significant level of

Service Employees International Union

The Service Employees International Union (SEIU) serves 2.1 million members across North America, with employees from the healthcare sector, including nurses, doctors, and nursing home workers; the property services sector, including janitors, security officers, and window cleaners; and the public services sector, including government workers, bus drivers, and public school employees. The SEIU is a member of the Change to Win Federation, an alternative to the AFL-CIO that was formed to address the historically low percentage of unionized workers by reviving efforts to organize new workers in new sectors. As the fastest growing union in North America, in-house attorneys at the Legal Department of SEIU are often involved in advising staff organizers. The union is also actively involved in political campaigns, especially regarding healthcare reform, immigration reform, and child care, and attorneys play an advisory role in these legislative and policy initiatives. Finally, attorneys at the SEIU frequently handle matters that come before the NLRB and litigate in state and federal courts. Service Employees International Union (SEIU) has openings for part-time law clerks and full- and part-time externs during the academic year, and for full-time law clerks in the summer.

direct contact between the legal advocate and the individual member. The Steelworkers, on the other hand had approximately 300 staff for 600,000 members, requiring the union to rely, at least in the first instance and often up to and including the arbitration of disputes, on rank and file volunteers, and then non-lawyer staff. However, the most significant disputes, involving complicated legal issues and affecting large numbers of members, would be addressed directly by the legal department, as would situations where an employer refused to abide by the decision of an arbitrator and we needed to go to federal court to compel compliance.” Thus interacting with and representing union members can vary heavily across unions, which is certainly a factor to keep in mind when considering in-house jobs.

The work of an in-house attorney at a union can vary quite substantially from the work of an attorney at a private public-interest firm serving as outside counsel for a union. **Laura Juran**, who recently moved in-house to the California Teachers Association after working with CTA and other unions while at Altshuler Berzon, explains, “One of the key differences about being in-house is that it actually *feels* different, because rather than feeling like you’re the hired gun, the person downstream who gets called when there’s a crisis, you are part of the team and you work a lot with people who are not

lawyers on policy issues... In house, we’re more on the front end of thinking about things, we see issues percolating and we think about if there is a particular issue that needs to be litigated.”

Advantages and Disadvantages

Given the inherently political nature of unions, one significant disadvantage of working in a union is its volatility. Depending on the union, when a new general counsel is appointed by a recently elected union president, that person may choose to restructure his or her entire legal staff. In addition, union attorneys represent union members as a group first and foremost. Therefore, they are responsible for the work that is given to them by the union leaders, rather than by individual union members directly. Dealing with this type of organizational structure can be frustrating for some attorneys.

There are, however, many advantages to practicing labor law in this setting. In general, union attorneys consider their hours to be relatively flexible. According to **Sasha Shapiro '08**, staff attorney at the United Steelworkers in Pittsburgh, “the salary and hours allow me to do the other things I want to do in life.” Like government attorneys, in-house union attorneys do not bill hours. **Laura Juran** has enjoyed this change since moving in-house from a firm, noting, “We did bill hours and we’d have to go back and review them. We’d have to cut time if we felt like it wasn’t fair to saddle a client with that much of a bill. Now, if I want to spend a whole day on an issue and really think it through, I have the luxury of spending that time without worrying later about having to write it off for a client.” Additionally, union attorneys value the collaborative nature of their work; many union attorneys note that they can turn to their fellow attorneys for help on cases or to alleviate their caseload when they get overwhelmed. Furthermore, because union attorneys represent one consistent client, there is a more predictable stream of work and resources.

The most rewarding case I have worked on is an Unfair Labor Practice charge at the NLRB on behalf of an employee who was fired for being the first open union supporter in her workplace. She and her co-workers support their families on near minimum wage but are still brave enough to stand up to extreme pressure and intimidation by their employer to improve working conditions. Even though bringing individual cases through an administrative law system is not the most glamorous way to use your law degree, the informality of the Labor Board process allows for creative advocacy and a lot of direct contact with clients and decision makers.

*-Lela Klein, Law Fellow
Service Employees International
Union*

NONPROFITS: EMPLOYMENT LAW

Employment attorneys who work for nonprofits practice in a wide range of organizations. While some organizations, such as the Employment Justice Center, concentrate solely on the advancement of employee rights, other organizations, such as the American Civil Liberties Union, address a broader range of civil rights issues. Many legal services programs also have employment law practices. Finally, large nonprofit organizations such as universities and museums hire attorneys to work on employment issues in-house.

“There’s a new trend towards more of a nonprofit workers center advocacy model,” explains **Robert DeGregory ’04**. “Where unions have failed at organizing new groups of workers because it has been too hard or too costly under the traditional labor law framework, there are other vehicles which are emerging to try to help low-wage workers in the service sector, agriculture, and elsewhere.” These worker centers, nonprofit membership organizations that unite non-union workers, are becoming an increasingly common practice option for lawyers interested in employment law. Many employment attorneys have been involved with the formation of these organizations and have also been hired to provide them with legal support and advice. Worker centers are generally funded through a combination of private grants, attorney fee awards, and government support.

The Legal Aid Society – Employment Law Center

The Legal Aid Society – Employment Law Center (LAS-ELC), located in San Francisco, does litigation, direct services and legislative advocacy to promote the stability of low-income and disadvantaged workers and their families. LAS-ELC has a variety of programs, including:

- Gender Equity
- LGBT Rights
- Racial Equality
- Wage and Hour
- Disability Rights
- National Origin, Language and Immigrant Rights
- Domestic Violence
- Work and Family/Paid Family Leave

Attorneys with LAS-ELC can thus focus on a particular issue area, serving and interacting daily with that population. In this nonprofit setting, attorneys are able to litigate in both state and federal courts while simultaneously supervising intake and referral and doing community outreach and education.

While nonprofit organizations’ levels of revenue and resources vary considerably, most nonprofits employ only a small number of attorneys to focus specifically on employment law.

People migrate to the U.S. to work and earn money. Whether legal or not, they sacrifice much to obtain these jobs. When they are cheated out of their pay, or suffer an injury and the employer forces them to leave the U.S. to avoid liability – that makes my blood boil. The migrants return home often still in debt and possibly a burden to the family that was dreaming and hoping that they would escape poverty from the wages earned abroad. To me the realization of employment law rights is a fundamental human right and is key to a family’s stability and independence.

*-Cathleen Caron, Founder and Director
Global Workers Justice Alliance*

Lawyers who practice employment law in a nonprofit setting deal with a diverse set of responsibilities that include litigation, negotiation, mediation, advocacy, organizing, and general legal advising.

Advantages and Disadvantages

One of the frustrations of practicing employment law within the nonprofit sector is that attorneys are often required to confine their work to the particular types of cases their organization has been funded to address. In the same vein, the amount of resources that organizations have at any given time will often dictate the amount of litigation that their attorneys are able to take on.

However, the many advantages of working for a nonprofit often make it an attractive practice setting for employment lawyers. As **Jose Rodriguez '06**, staff attorney and founder of the Community Justice Project at Florida Legal Services, notes, when working for a nonprofit, “You get to do quality work the way it should be done. You get to work with great organizations and you have the freedom and support to do great work. I respect my colleagues and they respect me. It’s the perfect situation.” Rodriguez also observes that working for a nonprofit gives your “professional rolodex some interesting flavor because you’re working with people who are not attorneys.” According to **Shelley Gregory '01**,

New Orleans Workers’ Center for Racial Justice

In the wake of Hurricane Katrina, African American workers were excluded from reconstruction while immigrant workers faced exploitation. The New Orleans Workers’ Center for Racial Justice (NOWCRJ) organizes day laborers, guestworkers and homeless residents in an effort to empower workers across race. The Legal Department of NOWCRJ supports these goals through federal impact litigation, law reform cases, strategic immigration and detention work, administrative advocacy, policy analysis, and campaign research. Current projects of the NOWCRJ include the Alliance of Guestworkers for Dignity, which brings together immigrant workers brought in to New Orleans after Hurricane Katrina who face poor working conditions; the Congress of Day Laborers, which unites individuals that stand on street corners looking for work; and STAND with Dignity, a group of low-income residents and workers committed to helping others return and rebuild.

“Employers tend to be work-life balance focused.” Additionally, because there is frequently leaner staffing and less hierarchy in nonprofits, young attorneys find that they have a great deal of responsibility early on, which allows them to gain significant and valuable experience very quickly. Attorneys are also often involved with community advocacy and are required to think of and pursue creative ways of promoting policy initiatives and legislation.

Attorneys working in nonprofit organizations appreciate that their work has the capacity to provide historically disenfranchised groups with opportunities for social and economic advancement. One of the reasons why **Greg Schell '79** loves his job as a legal services attorney is that, “You always know that your client is the good guy and that the work that you’re doing is supporting people who really need and deserve your help.” **Cyrus Mehri**, founding partner of Mehri and Skalet, PLLC, a private public-interest firm that litigates plaintiff’s side employment cases, also comments that he likes “the fact that [nonprofits] are empowering people and giving people access to courts that wouldn’t otherwise have it.”

Working for a nonprofit organization often allows employment attorneys to pursue cases that have a

nation-wide impact. Indeed, specialized employment nonprofits may be able to secure both the funding and time necessary to think strategically and do impact litigation. Finally, attorneys working in nonprofits find value in communicating with attorneys doing similar work across the country, and are grateful that nonprofit organizations are often collaborative. Depending on the level of freedom and responsibility you are looking to experience in your job, nonprofit organizations may offer the ideal venue to build a meaningful and stimulating career in public interest law.

PRIVATE PUBLIC INTEREST FIRMS: LABOR AND EMPLOYMENT LAW

Many lawyers practice union-side labor law and plaintiff-side employment law in private firms.

James & Hoffman

James & Hoffman, P.C. is a litigation firm located in Washington, DC that specializes in labor and employment law and represents its clients in federal and state trial courts, appellate courts, administrative agencies, and ADR forums. The firm's practice areas include general labor, airline and railway labor, employment, academic and professional, wage and hour, employee benefits, legislative, and a small corporate and nonprofit practice. Past cases range from representing tenured scientists at Georgetown University in both the University's grievance process and court, to handling the largest airline merger and seniority integration, to litigating the Fair Labor and Standards Act claims of more than 15,000 federal law enforcement personnel.

Although there is not a determinative factor that characterizes a private firm as being a "private public interest law firm," there are many for-profit firms that pride themselves on the significant portion of public interest work that they perform. A number of HLS grads now working in labor and employment law note that they have been pleasantly surprised by the exciting labor and employment dockets at a growing number of private public-interest firms across the country. Indeed, many labor law firms and plaintiff-side employment law firms perform work that most students would consider "public interest" oriented. Most of these firms are small, ranging from one or two lawyers to about forty at the top end. There are typically differences of structure, ideology and relevant law between labor and employment law firms.

Unions often hire labor law firms to litigate on behalf of the union as outside counsel. Such firms attempt to maintain long-standing relationships with unions and their workers even through politically turbulent

periods. As a result, attorneys working in labor firms often encounter repeat players that they interact with regularly over the course of several years. According to one attorney who is currently working in this setting, private public interest law firms strive to offer a "predominate ethic about client service and a long term perspective of understanding the client, their industries, and their institutional needs. We want to make them happy and we'll do whatever we can to do that." Many in-house union attorneys originally worked closely with a particular union while at a private firm before moving in-house to that same union, a sign of the strong ties that firm attorneys can form with the union leadership and members that they represent.

Plaintiff-side employment firms, on the other hand, generally represent individual workers. Attorneys working in plaintiff-side employment firms represent

Unions present their outside counsel with traditional labor law questions, but also with a whole range of other issues, so in a private firm you have a great variety – both in terms of the issues presented and the size of the case. You'll have local union clients who ask you to represent their members in arbitration; you may represent a bus driver for the City of Oakland in his arbitration proceeding under the collective bargaining agreement. But cases can also range to the U.S. Supreme Court, briefing really complicated and complex issues about labor law preemption. And then there's the whole range in between.

*-Claire Prestel '02, Staff Attorney
Public Justice, Former SEIU Attorney, and
Former Associate at Altshuler Berzon*

employees in court and undertake litigation (on their behalf. Plaintiff's-side employment firms may handle one or more of the substantive areas of employment law – discrimination, wage and hour, ERISA, and worker's compensation. Because attorney-client relationships are not as long-standing in employment law firms as in labor law firms, these firms may have a difficult time anticipating their caseload several years out and may not be able to hire until an immediate need presents itself. There are also many private public interest law firms that are not dedicated solely to work involving labor and employment law and instead house a small number of attorneys to focus on these issues. This can be a good option for individuals who are interested in practicing labor or employment law but are unable to find a position at an organization that focuses only on those issues.

Advantages and Disadvantages

One disadvantage of working in a private public interest law firm is that attorneys need to worry about the profitability of the firm. In deciding whether or not to take a case, one of the most significant considerations is whether the case is likely to benefit the firm economically. Private plaintiff attorneys must generally be far more risk-averse in choosing cases than government attorneys as fees are often paid on a contingency basis, lending an element of “you eat what you kill” to plaintiff-side employment firms. For union-side labor lawyers, billing hours can be a frustrating process. Although the larger and more well-known unions are financially sturdy, **Laura Juran** notes that “it is very different when you know your client has very limited resources. People at corporate law firms don't really have the concern, ‘Is GE going to be able to pay our bill?’ We have those concerns. Particularly local unions—we had local unions that couldn't pay their bills and we had to work out payment plans.” Attorneys working in private public interest law firms also occasionally find themselves working on cases that are not entirely public-interest oriented—for example, cases involving executive contracts. Though the hours are certainly livable, attorneys in this setting can expect to work over forty hours a week, particularly when they are in trial.

Some of the advantages of working in a private public interest law firm include the significant amount of discretion attorneys have in determining which cases they would like to pursue and the ability to work on cases that are personally meaningful. **Claire Prestel '02** enjoyed the large amount of litigation she was able to do as a union-side attorney at Altshuler Berzon; because in-house union attorneys and nonprofit attorneys deal with the additional responsibilities of organizing or legislative advocacy, a private firm can be an appealing option if you would like to

Outten & Golden

Outten & Golden, LLP, an employment law firm with offices in New York and Connecticut, represents a diverse range of workers from senior executives to employees facing exploitation and systemic discrimination. The firm's practice areas are executives and professionals, securities and financial services industry, sexual harassment, family responsibilities and disability discrimination, LGBT workplace rights, discrimination and retaliation, whistleblower and retaliation, class and collective actions, and Worker Adjustment Retraining and Notification (WARN) Act litigation. Recent cases include an FLSA class action on behalf of Tyson meatpacking workers, representing three female financial advisors in a sex discrimination suit against Bank of America and Merrill Lynch, and a number of WARN Act cases where employees were not given 90 days notice before being laid off.

We take pride in tipping the scale to give workers more of a chance and like coming up with theories or pushing idea that will help workers in creative ways.

*- Shannon Liss-Riordan '01
Lichten & Liss-Riordan, P.C.*

focus on litigation. Prestel also appreciated the fast-paced and exciting work environment, saying, “One great thing about working in a private firm is that you have a lot of variety—you have a lot of different clients coming in, different unions with different issues.” Many private public interest attorneys find that their firms have enough resources to take cases with the potential to have a major impact on the future of the law in certain areas. In addition, attorneys in private

public interest law firms appreciate the direct client contact that comes with their work. There is also a great deal of opportunity for advancement in this practice setting and it is often entirely feasible to make partner without subjecting yourself to the immense levels of pressure attorneys can experience when working for larger corporate firms. According to **Chuck Gilligan**, a partner at O’Donoghue & O’Donoghue, LLP, a union-side labor firm, private public interest law firms provide attorneys with a “viable way to have a real life.”

Many young attorneys appreciate that private public interest law firms often offer a great deal of mentorship to young associates; while associates certainly take on much of the same level of responsibility and autonomy that young attorneys take on in other public interest settings, young attorneys in this setting generally find that they are exposed to guidance from more senior attorneys when needed. Associates also find that more senior attorneys take a great deal of pride in teaching them successful litigation skills. Collaboration is common among lawyers of varying levels of experience in this setting and there are many people for attorneys to turn to with their questions. Finally, pay tends to be higher than in the nonprofit sector and can also be more than government salaries.

INTERNATIONAL

As a result of the increasingly global economy, the international aspects of union and employee/plaintiff side law are growing and changing at a rapid pace. The expansion of international issues related to labor and employment law, which truly took off in the late 90’s, represents what is arguably the most significant way in which labor and employment markets are evolving. Few people realize that it is an international human right to form and join trade unions, as recognized by Article 23 of the Universal Declaration of Human Rights. Applying a human rights framework to labor issues is a relatively new mode of analysis, which means that “people in this field are in the position of expanding and shaping the parameters in ways that I don’t think is always true in other

International Labour Organization

The International Labour Organization (ILO) is an agency of the UN headquartered in Geneva. By including government, employer and worker representatives, the ILO hopes to create a forum to improve rights at work and standards of employment. Recent work at the ILO includes conferences on regulating labor markets in its 183 member states, a decision that domestic workers worldwide must have the same basic labor standards as other workers, and aid provided to the South African government in promoting public employment and community work programs. Attorneys at the ILO can help evaluate member states’ legal frameworks, formulate national and international policies, and provide expert advice on labor standards.

areas of work,” notes **Ashwini Sukthankar '02**, a researcher and advocate in international labor rights and transnational labor regulation.

While there are currently a number of unions that represent workers in both Canada and the United States, **Robert DeGregory '04** explains how the synthesis of these components is still not complete: “While I was with the United Steelworkers, I was an attorney for the Pittsburgh-based ‘International Legal Department,’ however, in most practical respects we operated as the U.S. legal department. There was the separate Toronto-based Canadian legal department that handled the legal issues that arose in Canada. I understand that many international unions have largely operated in separate spheres for each country.” Yet, due to the globalization of employers, he believes that “it is necessary, for a union to have any real leverage against those employers, to be able to similarly act across borders in solidarity with workers from other countries to put pressure on the employer to convince it that it should deal more fairly with its workers. That should mean increased coordination between the Canadian and American workers already represented by the same union, where that exists, and it should also mean building global alliances with unions and workers in many other countries. Everywhere that global capital has its imprint, the labor movement must be prepared to follow.” Due to this up-and-coming area of practice, there is likely to be an increased demand for graduates who understand transnational or comparative law.

There are a substantial number of issue areas for law school graduates interested in international labor rights. Indeed, Sukthankar points out that “almost every cross-border issue, whether it involves the movement of goods, services or people, has a labor dimension that tends to go ignored or under-explored.” Migration, for example, is one area that stands to benefit greatly from a workers rights framework. “The international migration debates are heavily dominated by people who talk and think in terms of managing migration and don’t really think about livelihoods and rights and access to work,” says Sukthankar. “This is also true of the trafficking framework. People don’t necessarily reflect on human trafficking in terms of workers’ rights, including sex workers’ rights.” Sukthankar’s work is largely focused on exploring these issues through research and then using her knowledge to help workers and unions organize and engage across borders. She notes, “Very little of the work

U.S. Department of Labor, Bureau of International Labor Affairs

The Bureau of International Labor Affairs (ILAB) attempts to utilize international channels to improve working conditions, living standards, the ability of workers to exercise their rights, and the situation of exploited populations, including women and children. The Office of International Relations (OIR) works on behalf of the US government with bodies like OECD’s Employment, Labor and Social Affairs Committee, the Inter-American Conference of Ministers of Labor, and the Asia-Pacific Economic Cooperation. The Office of Trade and Labor Affairs (OTL) implements international trade policies and researches international economic policy issues. Finally, the Office of Child Labor, Forced Labor and Human Trafficking (OCFT) researches, formulates policies, and promotes international cooperation in these three serious areas. Recent projects at ILAB include drafting agreements signed by the Secretary of Labor and ambassadors from Nicaragua and Guatemala to protect the rights of migrant workers, investigating and releasing reports on international goods produced by child or forced labor, and awarding a grant that will enable the Better Work Program to monitor factory conditions in Bangladesh, Cambodia, and Vietnam.

One area of recent work has been to build a tri-national alliance to provide support to independent trade unions in Mexico that have been under increasing attack. Last February, we responded to the call by four Global Union Federations and the International Trade Union Confederation to participate in Global Days of Action in solidarity with the independent trade unions in Mexico. In the U.S., there were demonstrations or delegations to Mexican consulates in at least 13 cities, in the four largest cities in Canada, and in Mexico there were 27 different actions following the massive demonstration on January 31st. In all, more than 50,000 trade unionists and their community allies around the world, in 40 countries on five continents, strongly denounced the attack on independent trade unions and on the freedom of association in Mexico.

*-Robin Alexander, Director of International Affairs
United Electrical, Radio and Machine Workers of America*

feels strictly legal...to the extent that there is litigation involved in the work, it is really soft law,” Sukthankar says. However, an international labor lawyer might draft complaints to the International Labor Organization’s Committee on Freedom of Association on behalf of unions, to the Organization for Economic Cooperation and Development stating violations of the guidelines with respect to workers’ rights, or to the Commission for Labor Cooperation, a body created through the North American Free Trade Agreement’s (NAFTA) side agreement on labor. As for actually litigating in court, an attorney might go to the European Court of Human Rights or the European Court of Justice on issues that arise when workers cross borders or to address the effects on workers of international trade in the European Union.

The experiences of **Cathleen Caron**, the founder and executive director of Global Workers Justice Alliance, illustrate not only another option for integrating litigation into international labor work but also how social entrepreneurship has and will continue to play a large role in protecting workers on the international level. While litigating class actions

on behalf of exploited farmworkers at the Migrant Farmworker Justice Project in Florida, Caron noticed that many farmworkers were never able to recover the wages won in court because they returned to their home countries. Now, “Global Workers executes portable justice, the right and ability of transnational migrant workers to access justice in the countries of employment even after they have departed for their home countries, primarily through a network of human rights organization. Connecting lawyers in the United States to lawyers in Mexico and Guatemala to ensure that workers who go home can still move their cases forward in U.S. courts is incredibly rewarding.”

For attorneys seeking to put their creativity and initiative to good use, the developing field of international labor law is certainly an option to explore.

4 CHAPTER WORK TYPES

Attorneys working in different practice settings within the fields of union and employee/plaintiff side law may take on a variety of responsibilities. While much of the work that labor attorneys perform is similar in nature to the work carried out by employment law attorneys, including litigation, negotiation, mediation, advocacy, organizing, regulatory work, and legal advising, labor attorneys historically have done more organizing and advising work due to their relationship with unions. However, some nonprofits that focus on workers' rights also work with organizers. It is important to identify the setting that will provide you with the mix of work that you are looking for in a career.

LITIGATION

Litigation often constitutes a significant component of public interest labor and employment practice. A litigating attorney's responsibilities can range from complex research to arguing before judges and/or juries in trial and appellate courts to drafting pleadings, briefs, and motions. In-house union lawyers typically outsource their actual litigation to labor law firm lawyers. Many attorneys who practice labor law represent unions as a whole, as opposed to their individual members, in court proceedings. However, labor lawyers often represent union members before the NLRB, state counterparts of the NLRB, or other forums as specified by collective bargaining agreements. In-house union attorneys will generally litigate less than union-side attorneys at private firms. Employment lawyers represent individual employees and groups of non-union workers in class-action cases. The percentage of an attorney's practice that is devoted to litigation will depend on his or her caseload at any given time and the level of resources at his or her disposal.

Because the NLRA, the statute that serves as the foundation for most labor relations, is a federal law, most labor law is federal law and is litigated in the federal court system. Generally, NLRA cases (in which either an employer or a union is accused of violating labor statutes or regulations) are first litigated before a federal administrative agency, the NLRB. At the agency level, an administrative law judge hears the case. From there, the case can be appealed up to the NLRB itself and then to the federal circuit courts and, finally, to the Supreme Court. In some unique circumstances, labor cases can come before state courts. These cases uniformly involve state laws – for example, the application of state defamation or trespass laws to union campaigns against employers. If these cases touch too closely upon labor issues, the defendant will often try to get the case removed to the federal court on a preemption claim. If the case is not removed, then it will proceed through the state court system.

ALTERNATIVE DISPUTE RESOLUTION: ARBITRATION, NEGOTIATION AND MEDIATION

Mediation, negotiation, and arbitration are another set of labor and employment practices. While the roles that attorneys play in alternate dispute resolution may vary in each subsection of the

field, most of the work is centered on issues arising under contracts between employees and their employers.

In labor law, alternative dispute resolution often involves arbitration between unions and employers, specifically in contract cases related to breach of the collective bargaining agreement. Arbitration is a legal procedure for the resolution of disputes outside of the court system, although the skills needed for arbitration and the process itself are quite similar to litigation. Under arbitration, the parties agree to refer a dispute to one or more independent persons (either an “arbitrator” or “panel of arbitrators”) by whose decision they agree to be bound. In collective bargaining agreements, the union and the employer will frequently agree to arbitration for some issues, as well as to a method of selecting arbitrators (i.e. through the American Arbitration Association, the Federal Mediation & Conciliation Service, etc.). Whenever there is an alleged breach of contract, they then try the case before an arbitrator. Common breaches that are addressed under arbitration include disciplinary actions that are not for “just cause” (collective bargaining agreements typically contain provisions which prohibit employers from disciplining an employee unless there is a legitimate reason for doing so).

Employment law attorneys often deal with a currently controversial topic in employment law: mandatory arbitration. **Laura Juran**, who has worked in both labor and employment law, notes, “In labor law, in most cases, the union and the employer agree together to arbitrate. So there is a duty to arbitrate but that’s by an agreement between two quasi-equals. Over the last eight years there has been a lot of controversy and litigation about forcing employees to arbitrate what are really statutory issues, statutory rights. And increasingly, due to a few U.S. Supreme Court decisions, courts are very fond of requiring employees to arbitrate. So what ends up happening is you’re an employee and you get hired and, when you sign a whole bunch of paperwork, one of the things you sign is a mandatory arbitration agreement that if any disputes arise related to employment, such as discrimination, you have to go to arbitration instead of bringing a lawsuit.” Therefore, employment attorneys representing non-union employees may often find themselves before an arbitrator or panel of arbitrators. Although the Federal Arbitration Act provides an avenue for some aspects of the arbitration process to be appealed through the judicial system, the standard for reversing an arbitrator’s decision is quite high.

Negotiation involves two parties seeking to reach an agreement. Employment or labor law attorneys may assist in these negotiation proceedings by reading through a legal document (for example, a contract) and explaining its provisions to an employee or working with an employee to negotiate a better settlement for a severance package. Attorneys working in unions or outside counsel for unions may be involved in negotiating collective bargaining agreements between unions and management. Although labor attorneys working in private-public interest firms may undertake these types of negotiations for their union clients, unions often handle these negotiations in-house. Whether in unions, nonprofits, or private firms, attorneys also negotiate settlements of their clients’ cases.

Finally, mediation is a similar process to negotiation but involves a “mediator,” a neutral third party facilitating discussion. Lawyers may serve as mediators for labor and employment disputes, including issues of sexual harassment, gender identity discrimination, wrongful termination, and breach of employment contract. Labor and employment lawyers often

participate in mediation when trying to settle cases on behalf of their clients. As opposed to litigation, mediation and negotiation allow for confidentiality and may help reach a resolution in a relatively short period of time compared to the years a labor or employment case can spend in the court system.

ORGANIZING

Both labor lawyers and employment lawyers are involved, to varying degrees, in organizing efforts. Organizing or working directly with organizers is a critical component of many labor lawyers' work. As organizers, labor attorneys help to solidify or expand union membership. **Robert DeGregory '04** recalls that with the United Steelworkers, a large union that was active in organizing new workers, "there were always new organizing drives, and collective bargain agreements being negotiated with new employers, as well as legal disputes that arose from that organizing and collective bargaining." The Writers Guild was also "very active in attempting to organize areas of the entertainment industry that were not covered: reality television, video games, new media, and unorganized sections of cable television production." By comparison, the NHLPA "has successfully organized its core industry – the National Hockey League, but we are certainly supportive of our fellow athletes in other sports who strive to obtain similar rights to collective representation and the benefits that flow therefrom." In larger unions, like the Steelworkers or SEIU, much of this organizing work is done by non-legal staff or members, and attorneys play a supporting role in researching issues and advising when needed. In addition, attorneys may meet with union leaders or give presentations to union members about a particular issue that they feel is in the best interest of the union to address (i.e. increasing dues, raising strike funds, etc.). This type of organizing requires that attorneys convince unions of the reasons why the implementation of a particular provision is essential to their ability to successfully enforce their collective bargaining rights.

Though it is certainly not as common in employment law practice as it is in labor law practice, organizing or working with organizers is another type of work that employment lawyers perform. Worker centers—membership organizations composed of non-union workers—are becoming more common, and employment lawyers are often involved in their formation. Employment lawyers have aided centers in their attempts to solidify or expand upon membership, and have advised the leaders of these organizations of their legal rights and the laws and regulations critical to the enforcement of their members' rights. The organizing work that labor and employment attorneys undertake often allows them to exhibit a certain level of influence over both well-established and newly forming organizations.

POLICY ADVOCACY

Legislative and regulatory advocacy is another interesting and dynamic type of work that is performed by both labor and employment attorneys. Attorneys undertaking this type of work assume a variety of responsibilities with an aim towards successfully lobbying legislative and regulatory bodies to adopt particular laws and policies. Some of these responsibilities include meeting directly with individuals who are affected by workplace issues, gauging their needs, performing complex research on the relevant issues and existing laws and regulations applicable to these issues, reviewing past and present cases, drafting proposals for legislative and regulatory review, and submitting comments on draft legislation or regulations. Labor lawyers may do

policy advocacy work in-house for a union or occasionally at a private public-interest firm on behalf of a union. Employment lawyers are most likely to find this type of work at a nonprofit organization.

Many unions have a Government Relations Department to which the Legal Department provides support. **Laura Juran** explains what this role has been like during her time at the California Teachers Association: “There will be legal issues that they’ll ask someone from our department to testify on at a public hearing on some bill or issue. We also will advise our legislative advocates on impending bills, whether we think the bills are good for our members or not, or whether we *should* have a legislative pitch on something, whether we *need* a bill on something.”

On the labor side of the law, some of the “hot topics” that attorneys are currently working on involve advocating for union members’ job security, health care, and retirement benefits rights. In employment law, some of the most prominent issues include mandatory arbitration of workplace disputes, living wages, anti-discrimination, harassment, workplace safety, health care, and retirement benefits. Though time-consuming and often slow-moving, advocacy work can be particularly meaningful for labor and employment attorneys because it allows them to work towards a broader vision of the law and working towards achieving legal reform

Rulemaking and Regulatory Enforcement

Labor and employment lawyers working for government agencies are frequently involved in two very important agency functions: rulemaking and regulatory enforcement. In connection with these functions, attorneys may draft regulations related to labor and employment issues and provide legal counsel to agency staff and administrative officials to make sure the agency’s proposed rules are lawful, logical, and substantively correct.

Attorneys may also take part in organizing regulatory hearings on labor and employment issues and may review public comments on proposed regulations. In some cases, attorneys may represent the agency in relevant administrative hearings, or resolve disputes between their agency and parties affected by the agency’s regulations. If the agency has litigating authority, labor and employment attorneys may also prosecute those who violate agency regulations or defend agency regulatory action when it is challenged in state or federal court.

LEGAL ADVISING

Labor and employment attorneys offer legal advice to their clients on a wide variety of issues, depending on the practice setting in which they work. For example, labor lawyers working for unions may advise the union about what types of legal action (strike, etc.) would be most appropriate under a particular set of circumstances, while labor lawyers working for a government agency may advise agency officials on whether they have the authority to regulate a specific type of workplace conduct.

Employment lawyers also provide legal advice to individual workers on diverse issues ranging from the laws and regulations pertaining to background checks to the legal requirements necessary to make a discrimination claim.

5 CHAPTER PLANNING YOUR CAREER

The job market in union and employee/plaintiff side law is becoming increasingly competitive. As a result, it is beneficial to begin planning your career in one or both of these fields as early on in law school as possible. However, as **Grayson Walker '10** notes, “My impression is that not too many employers are going to demand perfect coherence to your resume and that you wanted to do employment law from the day you set foot on Harvard Law School’s campus. The most important factor is a demonstrated commitment to some sort of public interest work.”

□ Assess Your Prior Experience

Though it is not essential to landing a job in the field, employers look favorably upon pre-law school work related to labor or employment law, particularly—on the labor law side—union work. Think about your college, law school, volunteer, and prior work experience and try to highlight any involvement you have had with labor or employment issues, no matter how distant the connection. Did any of this work spark your interest in labor or employment law? If you do not feel that you have any prior connection to the field, begin thinking about how you can develop a solid track record in law school that will allow you to demonstrate to future employers that your passion and interest in the field is well thought out and longstanding.

Aaron Halegua '09 describes the qualifications that have helped him advance in the field as follows: “I had a lot of experience in the type of work that I wanted to do, a compelling story of why I wanted to do it, knowledge of the landscape of people doing this type of work already, and knowledge about my clients and experience in working with this population.” Try to begin thinking about what your story might be and what kind of knowledge base or skill set will allow you to pursue that particular interest. You will certainly gain insight into where your passions lie by working at organizations focused on labor and employment law issues; however, to some extent, you must demonstrate an academic interest as well.

□ Analyze Your Goals

There are many important factors to consider when thinking about your career. You will have to make decisions on the issue areas, practice settings, and work types that interest you. Ideally, you will be able to pursue the particular issue area that most excites you, the practice setting that best fits you, and the type of work that is most satisfying to you. However, because there is good deal of competition for post-graduate positions, it is advantageous to decide which of the components above you are more or less flexible about. In doing so, be sure to think broadly about the principles and issues that you’re really concerned with (i.e. workers rights, civil rights issues in general, etc.).

Location is another important factor to consider when applying for jobs. Though many lawyers practicing labor and employment law reside in large cities such as New York, Washington D.C.,

Boston, and San Francisco, attorneys can practice labor and employment law nearly anywhere in the country and in the world. If you would like to live in a more rural region of the country, you may want to focus on issues related to farm workers' rights. If you are interested in international labor issues, you may consider working in the South or Florida, where migrant workers from Mexico, Guatemala, Nicaragua, and other countries present a host of employment issues. When researching summer internships and post-graduate employment options, be mindful of the demographics of the area in which an organization is located and think about whether or not working with or for those clients will allow you to achieve your career goals. To facilitate the search process, many of the databases outlined below will allow you to search for particular issue areas, practice settings, work types, and geographic locations.

□ **Research the World of Labor and Employment Law**

Learn as much as you can about the various organizations that hire attorneys to handle labor and employment law issues. Begin by looking through the organizations, fellowships, and websites listed at the end of this guide. One way to learn more about the field is by setting up informational interviews with lawyers in organizations that are of particular interest to you. This process will not only allow you to become increasingly more informed about the local job market, but it will also heighten your visibility in the field and prepare you for the interview process ahead.

Students can also gain perspective on union culture by attending a union meeting. **Chuck Gilligan** comments, "When you're standing in a union meeting among hundreds of workers with their contracts in their hands, you really get an idea of what it's like." When it comes to understanding the struggles and concerns of both union and non-union workers, there is really no substitute for personal experience.

□ **Hone Your Skills**

There are a few general skills that labor and employment attorneys repeatedly point to as specific qualifications that have helped them achieve success in their careers. The first of these skills is the ability to write clearly and effectively. According to **Chuck Gilligan**, "Your ability to say what you want in as few words as possible with a fair amount of discipline towards cogency and clarity as opposed to jargon is an extremely important skill to have in the field." It is essential that attorneys in this field are able to convey complex information in the most straightforward way possible, particularly as most labor and employment attorneys interact with a broad array of people on a daily basis, such as union members and leaders, migrant workers, government agency employees, and legislators. It is also important to be able to listen carefully to your client's needs (or the needs of the group that you are representing) and try to understand their experiences and problems. These skills can be learned in the classroom, in working for clinics, and through your law school job experiences.

□ Use Your Time in Law School Wisely

Employers will look for a strong *demonstrated* interest in labor or employment law. You can show this interest by interning with an organization undertaking labor or employment law work, writing relevant articles for journals and/or newspapers, joining related student organizations, taking courses focused on labor and employment law issues, and/or participating in a clinic dealing with labor or employment issues. Your ability to prove that you are confident and passionate about pursuing labor and employment work will likely play a factor in the kinds of jobs you are able to land.

You will have many opportunities to gain valuable work experience through **summer and term-time (clinical, externship or purely volunteer) internships**. These internships will allow you to figure out whether or not you like the fields of labor and employment law. You can also try different practice settings to see, for example, whether you prefer to work at a firm or at a nonprofit, as well as what type of work appeals to you.

Summer jobs and term-time internships are also critical to demonstrating a commitment to the field of labor and employment law and the particular issue or set of issues that you are interested in. Many public interest organizations will look to hire students who have performed public service work during law school, and in particular, students who have spent at least one summer in a public interest setting.

To remain competitive for most post-graduate public interest positions in the labor and employment field, it is critical that you spend at least one summer or a couple of clinical placements working at an organization specifically focused on labor and employment issues (i.e. not just any public service placement). Labor law attorneys advise that students interested in pursuing a career in labor law should try to work with or for a union at some point during their law school career, particularly if they do not have prior union experience.

There are several mechanisms that can help students find (and in one case be placed with) summer public interest labor law jobs:

- The Peggy Browning Fund – the Peggy Browning Fund provides paid summer fellowships for approximately twenty first and second-year students at participating law schools (124 schools including HLS participate) to work at union-side law firms, nonprofits, unions and government agencies. The Fund will only support internships at participating organizations which are listed on their website each year. You must apply separately to any organization where you may want to work and then apply to the Fund for fellowship support. Fellowship applications are typically due in December for 2Ls and January for 1Ls. The Fund also provides networking opportunities and other support to its summer fellows. <http://www.peggybrowningfund.org/fellowships/for-law-students/application-requirements>

- AFL-CIO Law Student Union Summer – This program provides a paid summer internship for approximately 8 law students to work with local unions across the country on organizing campaigns. The internship starts with a training in mid-June. Interns are then placed with unions for an internship that “combines front-line, labor-related public interest legal work with grassroots organizing in ongoing campaigns by AFL-CIO-affiliated unions throughout the country. In addition to legal research and writing, LSUS interns are involved in community outreach, member mobilization, corporate and other non-legal research, legislative campaigns and general litigation.” The deadline to apply is generally in October for 2Ls and January for 1Ls. <http://www.aflcio.org/Get-Involved/Union-Summer-Law-Student-Union-Summer>
- LCC Minority Outreach Program - the Lawyer’s Coordinating Committee (LCC) of the AFL-CIO is a membership organization of lawyers (over 1900) who represent AFL-CIO either as in-house counsel or with a law firm. This program helps student of color find firms that seek to hire them by providing an online listing - http://unionlawyers.aflcio.org/p/salsa/web/common/public/content?content_item_KEY=915 . Students must apply directly to the participating organizations and those organizations are responsible for any funding. The LCC Minority Outreach Program pairs any selected fellow with a mentor who can guide them during their internship and beyond. If their summer employer is willing to fund them, fellows are able to attend a specialized conference the “ LCC Minority Outreach Program Law Clerk Networking Conference, which features workshops and presentations on labor law practice, union organizing and representation, politics and legislation. In addition, the networking conference offers students the opportunity to share experiences and make important career contacts with LCC attorneys and union staff.” http://unionlawyers.aflcio.org/p/salsa/web/common/public/content?content_item_KEY=1114

HLS students are fortunate that, thanks to guaranteed summer funding, you do not have to rely on paid summer positions or external fellowships. So students should be sure to apply separately to any public interest labor and employment law organization that interests you. For a partial list of possible employers, see the end of this Guide but be sure to also check the OPIA database and PSlawnet and talk to your advisors to find potential summer employers.

You should certainly consider enrolling in the HLS Employment Law Clinic and/or some of the other relevant clinics listed below.

Although employers do not look for a prescribed courseload, you should certainly take labor and employment law courses if possible. We have also noted some relevant courses below in Academic Paths.

With some notable exceptions, employers will not care about your overall GPA and will likely only be interested in grades in relevant courses (however, many plaintiff’s-side employment law firms hire out of judicial clerkships and judges are almost-always grade conscious).

□ Develop a Network of Contacts

Start early. Do not try to begin the process of networking as you apply for jobs. The stronger the relationships you form prior to the job search process, the more likely you are to be able to land a job doing what you want to do right out of law school. If you meet someone who has followed a career path that appeals to you, try to ask them as many questions as you can about how they got where they are and what most helped them along the way.

It is important not to lose touch with attorneys you worked with during your summers or through clinics or externships. You can use contacts you develop through your internship experiences and extracurricular activities to start gathering information about the field and learning of job possibilities. OPIA Advisors may be able to point you to contacts in the field of labor and employment law so be sure to meet with them, but you should also check the following HLS resources to help you with the networking process:

- The HLS Alumni Advising Network, co-hosted by the Alumni Center, OPIA and OCS, is a database of HLS alumni who have volunteered to share information about specific careers, job search strategies, practice areas and other related topics with HLS students. The Alumni Advising Network is not a job bank, but rather a network of contacts in a variety of fields and geographic locations. Go to <http://www.law.harvard.edu/alumni/networking/index.html>
- OPIA advisors can make referrals to alumni, former Wasserstein fellows and others working in the field
- You can also make contact with professors who are interested in labor and employment issues through OPIA's Faculty Directory <https://www.law.harvard.edu/current/careers/opia/contacts/>; they, in turn, may be able to refer you to attorneys working in the field.

It is also very useful to become involved with attorney associations and bar committees focused on labor and employment issues. Joining these types of organizations will facilitate the process of meeting people who do what you aspire to do, and will provide you with structured events during which you will be able to speak with member attorneys.

The most popular types of these organizations in the fields of labor and employment law are:

- The ABA Labor and Employment Law Section http://www.americanbar.org/groups/labor_law.html
- The National Employment Law Association <http://www.nela.org/NELA/#>
- The Labor and Employee committees of city Bar Associations and the state and local chapters of NELA
- The Lawyer's Coordinating Committee of the AFL-CIO – there are approximately 1900 union-side labor lawyers who are part of the LCC; however there are about 3000 union-side lawyers who are not part of LCC <http://unionlawyers.aflcio.org/>
- The National Lawyer's Guild <http://www.nlg.org/>

The student rates of these organizations typically make them relatively affordable for law students.

The annual conference of the Peggy Browning Fund offers great networking opportunities.

□ **Tailor your job search materials and interview prep**

For both the summer and, especially, postgraduate job searches, it is essential that your job search materials be narrowly tailored to address labor and/or employment law hiring coordinators. If possible, you should address your cover letter and interview responses to the particular needs of the specific employer. OPIA can help you prepare your written materials and guide you through interviews.

Some pointers include:

- Highlight any relevant workers' rights experience on your resume even if not law-related and whether or not it was volunteer or paid, an extracurricular activity or a "job".
- List any union or trade group you were a member of at any point in your career.
- List relevant courses on your resume
- List membership in any of the labor law or employment law associations
- List relevant language skills
- Make sure your cover letter is focused on the particular employer you are applying to - e.g. why that particular firm. Know who their typical clients are.
- If you have a personal tie to any workers' rights issue (e.g. you witnessed exploitation on the job or one of your parents was a unionized worker), note that in a cover letter and/or interview
- Be sure to have a good, concise writing sample, preferably on a relevant topic
- If you worked at a unionized organization, be prepared to be asked if you were a member of the union and who the president of the union was.
- Don't refer to labor law firms as "plaintiff's side" – they see themselves differently.
- If you want to work in union-side labor law, don't work on the management side.

□ **Postgraduate search tools**

Although networking is a critical part of the job search, there are a number of places you can look for organizations or job postings and fellowships to help you get launched.

Job postings:

LCC Hiring Hall: the AFLCIO LCC (noted above) publishes monthly online job postings at http://unionlawyers.aflcio.org/p/salsa/web/common/public/content?content_item_KEY=864

These postings are typically included in the OPIA jobs database. You can also post your resume in the LCC Resume Bank if an LCC attorney or affiliated professor sponsors you.

Union Job Clearinghouse Website: Typically not legal jobs but will sometimes post attorney positions www.unionjobs.com

PSlawnet – This database, hosted by the National Association of Law Placement (NALP), is the leading database of public interest organizations and jobs. www.pslawnet.org

OPIA's Database – Although smaller than PSLawnet, it is always critical to check our database as we often get word of jobs through our networks that may not be posted in PSLawnet or otherwise be easy to find. <https://ldap.law.harvard.edu/>

USA Jobs – this is the centralized site for federal government jobs. www.usajobs.gov

Arizona Guide – the University of Arizona's Government Honors Program and Internship Handbook is a valuable resource for summer and postgraduate positions primarily in the federal government but it also contains state and local government listings as well. It is updated throughout the year. OPIA subscribes to obtain access to the Guide and the password changes annually so check with OPIA staff. <http://www.law.arizona.edu/career/honorshandbook.cfm>

State and Local Resources – NALP has collected links to state and local agencies' job sites: http://www.pslawnet.org/uploads/2011_12_FLEOG.pdf

Organizational listings:

OPIA's Private Public Interest and Plaintiff's Firm Guide – This Guide, updated annually, has a directory of public interest firms, sorted by state, that includes labor law and employment law firms.

<http://www.law.harvard.edu/current/careers/opia/toolkit/guides/documents/privatepiguide2010.pdf>

NALP Federal Legal Employment Opportunities Guide – this publication contains information about federal agencies and what they do and some application tips.

http://www.pslawnet.org/uploads/2011_12_FLEOG.pdf

State and Local Resources – NALP has collected links to state and local agencies' job sites: http://www.pslawnet.org/uploads/2011_12_FLEOG.pdf

Specialized Fellowships:

Fellowships can be a great way to launch your career, especially in organizations that do not normally hire at the entry level. One and two-year fellowships typically lead to permanent positions. HLS students should be sure to work with OPIA's Fellowships Director, Judy Murciano, on all phases of fellowship applications.

A few fellowships are particularly worth noting:

- Skadden and Equal Justice Works – these two “portable” fellowships allow you to go work with a sponsoring organization on a project of your design. A number of HLS graduates have used these fellowships to do worker's rights including Aaron Halegua with the Legal Aid Society in New York.
- AFL-CIO Fellowship -- the AFL-CIO typically offers a one-year fellowship beginning in September. “for recent law school graduates to work with experienced union-side lawyers on a wide variety of issues. Some of those issues include litigation, policy, regulatory and

legislative matters, and assisting with organizing campaigns, corporate governance issues, and other AFL-CIO initiatives. ...preparation for attorney conferences, outreach to new labor lawyers and law students, and regular opportunities to attend LCC meetings and conferences.” <http://www.aflcio.org/About/Jobs-at-the-AFL-CIO>

- SEIU Fellowship – the SEIU Law Fellowship Program was established to expose recent law graduates to legal work within an international union and offers an excellent opportunity for new lawyers to work with experienced union-side lawyers on a variety of cutting-edge issues related to the advancement of workers' interests.
- Paul H. Tobias - This is a two-year fellowship sponsored by NELA to work at the Employee Rights Advocacy Institute For Law & Policy in San Francisco. http://www.employeeightsadvocacy.org/fmd/files/PHT%20Fellowship%20Job%20Description_final.pdf

□ Alternate Options

If you are unable to land a job in union and employee/plaintiff side law directly out of law school, you should not give up on the idea of entering the field. Continue to maintain the relationships you formed during law school with labor and employment attorneys, and try to get any kind of related experience possible. This kind of experience may be in the form of a legal position in another area of public interest law; alternatively, it may be a position involving non-legal work that is more directly related to labor and employment issues.

Doing any kind of legal services work or work on First Amendment matters or constitutional rights, will give you some exposure to labor and employment issues. Because litigation often constitutes a significant component of public interest labor and employment practice, clerkships also offer invaluable experience to budding labor and employment lawyers. If your workplace is unionized, be sure to join the union and consider becoming active in it.

One legal services option is to be an attorney who provides prepaid legal services to a particular union chapter. Prepaid legal services include family law, real estate/housing, wills and estate planning, traffic violations and other areas of civil law rather than actual labor and employment law. But providing union members with legal services can obviously provide great exposure a network of union members and staff.

Alternatively, to gain experience in the field, **Cyrus Mehri** recommends community organizing and advocacy work. According to Mr. Mehri, he is a much better lawyer because of the non-legal work he did as an organizer. As Mr. Mehri was advised during his clerkship as a recent law school graduate, “You will continue to be successful in your career so long as you continue to embody the naïve idealism that you believe you can make a difference.” Any related position will steadily increase your competitiveness in the field and could reveal opportunities that you have not yet been exposed to.

Other alternative career options include:

- Contract Specialist
- International representative

- ED of a union
- Policy/lobbyist for a union

PREPARATION

HLS offers many courses and academic programs to help prepare you for a career as a labor and/or employment lawyer, including a clinic in employment law and other clinical options that can help you develop essential skills and knowledge. Though the course, academic program, and clinical program offerings may vary from year to year, the lists that follow will give you a good sense of the academic opportunities that are available to you as an HLS student.

COURSES & ACADEMIC PROGRAMS

HLS alumni recommend that you plan ahead when choosing your labor and/or employment courses as they are not offered every semester. Many alumni also recommend that you pursue as broad of a legal education as possible over the course of your three years – particularly if you plan to work on impact litigation, which frequently requires that you draw upon many different areas of law in order to formulate creative arguments.

Even if you are not considering a career in the private sector, a general knowledge of business, corporate, pensions and tax law is important. Nonprofit law may also be useful if you are interested in that practice setting, particularly for setting up worker centers. In addition, whether you have narrowed your focus to labor or employment law or are still considering both fields, it is useful to take both labor law and employment law courses given the interconnectivity of the two areas and the fact that you may find yourself in a position where you are able to get a job in one field (e.g., labor law) and not the other (e.g., employment law, or vice versa).

Disability Law

Professor Martha A. Field

2 classroom credits

The course encompasses many aspects of disability law and policy, with particular emphasis on the Americans with Disabilities Act, which regulates employment, state and local governments, transportation, and privately-operated public accommodations. The casebook is Blanck, *Disability Law*. Students can choose to write a paper instead of taking the in-class exam.

Dispute Systems Design: Seminar

Clinical Professor Robert C. Bordone

2 classroom credits

2, 3, or 4 optional clinical credits

As individuals, institutions, organizations, and nations become more aware of the ever-rising cost of conflict (in economic, relational, and human terms), many are seeking to design and implement systems to manage disputes with greater effectiveness and efficiency. Though lawyers have traditionally been viewed primarily as advocates who resolve already-ripened disputes through litigation and negotiation, this explosion of interest in more efficient and tailored approaches to conflict management has highlighted the special opportunity for lawyers to serve as creative "dispute process architects." This seminar will introduce students to the theory and promise of dispute systems design with an aim to train students to play this new and more creative professional role.

Employment Discrimination

Professor Elizabeth Bartholet

3 classroom credits

This course addresses developments in civil rights law in the important context of the workplace. We will look at the growing body of law designed to protect against discrimination based on race, gender, age, or disability. We will examine the ongoing debate in the Supreme Court, Congress, and the nation as to the appropriate meaning of the anti-discrimination norm, a debate that involves questions as to intent as compared to impact theories, individual as compared to group theories, affirmative action, and mandatory arbitration. At issue in this debate is the future of much of the law governing discrimination developed in the 1960s - 70s.

Employment Law

Professor Benjamin Sachs

4 classroom credits

In this 4-credit course, we will examine the laws that govern and structure the employment relationship in nonunion workplaces. As such, the course will provide students an understanding of the law of work for the vast majority of U.S. firms. We will cover the basic principles of employment discrimination law. Although the course will not cover "labor law" (the law of unions and collective bargaining), we will examine the ways in which employment law can both facilitate and hinder employees' ability to enforce employment rights collectively.

Employment Law Workshop: Advocacy Skills

Mr. Steve Churchill

2 classroom credits

2, 3, or 4 required clinical credits

This course will develop lawyering skills in the context of employment law. After a brief overview of relevant doctrine and procedure, the course will address—through readings, lectures, and exercises—skills related to legal writing, oral advocacy, case development and discovery, depositions, negotiations, counseling, and ethics. The course will follow the progress of a typical civil rights lawsuit involving a terminated employee. For example, one class session will require students to engage in a mock deposition of an opposing witness in a hypothetical sex

discrimination case, and the next class will require students to engage in a negotiation in the same case.

Employment Law Workshop: Strategies for Social Change

Mr. Steve Churchill

2 classroom credits

2, 3, or 4 required clinical credits

This course will examine how lawyers can effect social change in the workplace, with a special emphasis on advancing the right to be free from workplace discrimination based on protected characteristics such as race and sex. After surveying the relevant law and reviewing empirical information about the nature of civil rights violations, we will evaluate possible strategies for social change, including government action, litigation, self regulation, alternative dispute resolution, organizing, and social entrepreneuring.

Family Law

Professor Janet Halley

4 classroom credits

This course will study three types of family law: first, the family law that resides in the Family Law casebook; second, the family-related law that is classified elsewhere, as welfare law, criminal law, employment law (including the relative non-regulation of domestic labor), immigration law, housing law, insurance law, tax law, and so on; and, finally, family-related policy of private entities like employers, hospitals, and institutions of primary, secondary and higher education. The overall effort will be to come to a more plenary grasp of the ways in which the lived family is the product of legal regulation conceived in broad, legal realist terms. Casebook and photocopied course materials.

Immigration Law: Policy and Social Change

Professor Deborah Anker

2 classroom credits

Immigration law is one of the most divisive issues in American history, and a source of major current policy debate. This course will survey social changes and development of immigration law over the last few decades, including the emergence and role of social change movements. Topics will include undocumented immigration, international coordination on migration, judicial review and due process, refugee and asylum policy, immigration and employment, border security, state and local enforcement of immigration law.

Labor Law

Assistant Professor Benjamin Sachs

4 classroom credits

This course will focus on the statutory, judicial, and administrative law governing the collective organization of workers and the interaction between such collective organizations and employers. The course will introduce students to the basics of traditional labor law and will explore how labor law is evolving in response both to innovative forms of labor-management relations and to changes in the composition of the U.S. labor force. The class will consider the

legal status of privately negotiated processes for organizing and recognizing unions, state and local approaches to labor law innovation, and new forms of workplace organization. We will also explore the intersection of labor and immigration law, union participation in the political process, and emerging forms of worker organizing that rely not on the National Labor Relations Act but on other statutory regimes.

Law and Social Movements

Professor Lani Guinier

4 classroom credits

2, 3, or 4 optional clinical credits

Historical and sociological studies of civil rights movements (often starting with the movement for black civil rights, with parallel developments among Latinos, American Indians and Asian Americans), the feminist movement, the labor movement, the human rights movement, the right-to-life movement, the gay rights movement and the conservative movement for economic freedom and property rights identify the central importance of compelling narratives that come to frame a public deliberative process, which ultimately influences the making and interpretation of law. Lawmaking becomes a way to institutionalize changes in background understanding and embrace particular public meanings and norms. We shall assess this interactive narrative frame as a point of departure for investigating specific advocacy strategies employed by lawyers. Among the advocacy strategies we shall consider are rule shifting and culture shifting; critical lawyering, movement lawyering and law and organizing; demosprudence, jurisprudence and legisprudence; impact litigation and cause lawyering.

Bankruptcy

Professor Mark Roe

4 classroom credits

This basic bankruptcy course covers the major facets of bankruptcy that influence business financing transactions. Much of the deal-making in a financing transaction is negotiated in anticipation of a possible reorganization in Chapter 11 or of a private reorganization in its shadow. For many lawyers, contact with bankruptcy law is anticipatory and not in front of the bankruptcy judge. When feasible, students will read not just bankruptcy court opinions and the Bankruptcy Code, but materials that financing lawyers use day-to-day: a bond indenture, a prospectus, a complaint in a loan dispute, and SEC submissions. Students will ordinarily participate in a simulated Chapter 11 reorganization.

International Trade

Assistant Professor Mark Wu

4 classroom credits

This course provides an overview of the legal system governing international trade, with a primary emphasis on the agreements and adjudicatory decisions of the World Trade Organization (WTO). The course considers the fundamental principles of international trade rules and the various exceptions provided to WTO members under the existing legal regime to address trade-related concerns. It also explores how institutional structures, at the national and international levels, affect the development of trade law and policy. In addition, we will discuss some of the

more recent (and more controversial) areas regulated by the global trade regime, including services and intellectual property.

CLINICAL PROGRAMS

Clinical legal education is an important component of your law school experience. HLS houses nearly thirty different clinics which usually allow students to take direct responsibility for representing clients in actual cases under the supervision of HLS faculty.. Although most labor and employment law organizations will look to see whether you have taken the labor and employment law course offerings offered, and will appreciate the related classes listed above, most value practical experience that clinical placements provide over traditional podium classes. Interacting with clients and arguing in front of judges are experiences that you cannot get inside the classroom.

Because many HLS clinics involve litigation work, participating in a clinic will allow you to see whether litigation is something you enjoy before you commit to a post-graduate position that may involve a significant amount of it. In addition, many alumni note that the litigation skills you acquire when working in a clinic will make you a more qualified applicant for post-graduate positions or fellowships. This is particularly important for public interest lawyers because of the high levels of responsibility assumed by young attorneys in the public sector. Students acquire many other skills through HLS clinics, including skills in legislative or policy advocacy and organizing.

Participation in the clinical program also gives you the opportunity to develop deeper connections with HLS faculty. Clinical programs also allow students to make contacts with attorneys working in the field, identify the key players, learn more about current issues in labor and employment law, and evaluate what kind of practice setting or type of work might suit them best. In doing so, they offer an invaluable opportunity to develop a competitive edge in the job market while simultaneously learning more about your own career goals.

Employment Law Clinic

The Employment Law Clinic focuses on rights in the workplace, with a particular emphasis on state and federal laws that prohibit discrimination, harassment, and retaliation based on race, sex, disability, and other protected characteristics. Work may also address issues such as unemployment benefits, wage and hour claims, severance negotiations, union issues, workplace safety, and more. Placements in 2010-11 include externship placements with nonprofit, private, and governmental organizations.

Harvard Legal Aid Bureau

The Harvard Legal Aid Bureau (HLAB) is unique among HLS programs of clinical legal education in that its legal services program is largely student-run. Founded in 1913, HLAB has a long history of responding to the legal needs affecting low-income persons in the greater Boston area. The Bureau consists of approximately 45 second- and third-year student members who make two-year commitments to the Bureau's program of clinical education and legal services to the indigent. Student membership in HLAB carries with it an integrated two-year academic and clinical training in legal practice skills and ethics. HLAB members are expected to devote at least 20 hours per week of clinical practice and related activities.

Following suitable training and orientation, Bureau members represent indigent clients in civil matters in the Massachusetts courts. Working under the supervision of a full-time Managing Attorney and five part-time Clinical Instructors, all Bureau members assume direct responsibility for representation of legal aid clients from intake interview to final disposition. Each year the Harvard Legal Aid Bureau handles approximately 275 cases in varied practice areas, including family law, housing law, and government benefits. Bureau practice frequently involves appearances by student attorneys before hearing officers, administrative law judges, and state courts. As a student-run legal services program, bureau members and their elected student officers are responsible for the governance of the Bureau organization. Working with the Faculty Director, Bureau members, and clinical instructors also contribute to the ongoing development of clinical pedagogy of the Bureau. The following are some of the labor and employment issue that the Legal Aid Bureau frequently deals with:

Wage & Hour: After a needs assessment report in 2003-2004 showed that fair wage cases fit their dual goals of serving low-income communities and providing students with meaningful learning opportunities, the Bureau began accepting cases for their wage and hour practice in 2005. In these cases, the Bureau represents clients who have been denied adequate compensation for their employment. They represent both individuals and small groups of individuals who seek to recover unpaid or underpaid wages or benefits from their employers. They will negotiate with former employers and/or file state and federal claims on their clients' behalf in order to recover wages that were promised and never paid, or wages and benefits that were paid but that did not meet federal and state requirements such as the employer's obligation to pay the minimum fair wage, overtime pay, or vacation pay. They are currently doing community outreach with local organizations to solicit new cases for their growing wage and hour practice and to better develop their service in this area.

Benefits: The Bureau assists clients who have been denied or cut off from many different types of government benefits, including TAFDC (Welfare), SSI (Social Security), SSDI (Disability), EAEDC (Emergency Assistance), Medicaid, Unemployment Benefits, Veteran's Benefits, and Food Stamps. The Bureau cannot provide assistance with initial applications for benefits, except in some exceptional circumstances and in conjunction to another case that they have already accepted. For example, they accept unemployment benefits cases at one of three points in the administrative process: after denial of benefits by the claims adjuster; after a denial by a review examiner; or after a denial of benefits by the Board of review. Student attorneys at the Bureau can perform a very important function at each level of the benefits review process.

They can and do perform the function of fact gathering, contacting relevant professionals, preparation of memoranda of law and fact, and trial advocacy in all benefits cases. However, they do not accept cases involving claims for Workers' Compensation because The Massachusetts Accident Board makes an identical award for attorneys' fees in all cases regardless of the financial status of the claimant.

Harvard Negotiation and Mediation Clinical Program

The Harvard Negotiation and Mediation Clinical Program (HNMCP) provides students with practical, real-world experience in the fields of negotiation, dispute resolution, and conflict management. Students in the program are paired with outside organizations, institutions, or individuals to work on substantive and relevant projects that directly apply their negotiation skills to real problems. With appropriate faculty supervision, the Program endeavors to train a new generation of lawyers with the skills needed to help clients manage disputes efficiently and creatively. Through this work, students gain a broader understanding of the contexts in which lawyers must apply critical negotiation skills both to manage conflict and to design more effective processes for helping clients resolve disputes. In addition, students develop a deeper understanding of negotiation theory. Clinical projects can involve helping a client prepare for an upcoming negotiation, designing and delivering a negotiation curriculum for a client, or writing a research paper with recommendations for constructing an institutional dispute resolution mechanism.

Government Lawyer – Semester in Washington Clinic

Students spend the entire Spring semester (except for Spring break) in Washington, D.C. working as legal interns in a variety of federal offices while taking an evening course on government lawyering. Placements are principally in federal government offices where lawyers conduct research and provide legal advice and assistance on policy, legislative or regulatory matters, rather than investigating and litigating cases. Students may choose to start the clinic early by spending the Winter Term in Washington, D.C. working full-time at their placement offices. Students also attend class twice a week (see below for more on the class) and write a 1-credit research paper that relates to the student's Semester in Washington placement.

Harvard Immigration and Refugee Clinic

The Harvard Immigration and Refugee Clinic (HIRC) is a collaborative project between Harvard Law School and Greater Boston Legal Services (GBLS). HIRC is directed by Clinical Professor Deborah Anker, and is staffed by experienced attorneys at its HLS office and at GBLS' Immigration Unit. Students are either placed at the HIRC office on campus or at GBLS' offices in downtown Boston, which provide students access to the firm's extensive knowledge base and resources, and provides a vibrant legal services environment in which to undertake clinical work.

Predatory Lending Prevention/Consumer Protection Clinic (LSC)

The Predatory Lending/Consumer Protection Clinic focuses its advocacy efforts on preserving and protecting equity for low- and moderate-income homeowners, combating abuses in the consumer financial services industry, and ensuring equal and fair access to credit markets. The practice is primarily litigation and involves consumer, bankruptcy, real estate, banking, and tort law. Students gain extensive experience interviewing clients, analyzing loan documents, drafting

complaints, drafting and responding to discovery requests, conducting and defending depositions, negotiating with opposing counsel, arguing motions, and engaging in long-term case strategizing.

Chapter 6

EXTRACURRICULARS

Extracurricular activities can be a fun and productive way to demonstrate your dedication to the field of labor and employment law. You can become involved in student groups that provide practice opportunities or host relevant panels or conferences, and/or activities that provide intensive research and writing experiences such as journals or research assistanceships.

STUDENT ORGANIZATIONS

Joining a student or university-run organization allows you to demonstrate your interest in labor and employment law to employers while at the same time gaining exposure to practical and interesting information about the field. Student and university-run organizations also serve as an easy way to meet other HLS students and faculty focused on issues you care about; you will find that many of the people that you encounter share similar passions and career aspirations. Occasionally, students work together to begin new organizations or programs designed to fill a void in campus life; for example, HLS students founded the former Harvard Worker Center to create a strong voice for workers across all employment sectors at Harvard.

Labor and Employment Action Project

The HLS Labor and Employment Action Project is an organization of students interested in labor and employment issues. Its members feel that the power of working people to organize themselves has become more, not less, essential in today's changing economy, and undertake to explore and support such organization. Therefore, their activities include both education of themselves and their community on labor and employment issues, and activism where they see a need to lend their voices to local or national struggles. For further information, contact labor@law.harvard.edu. <http://www.law.harvard.edu/students/orgs/laborlaw/>

The Labor and Worklife Program

The Labor and Worklife Program (LWP) is Harvard University's forum for research and teaching on the world of work and its implications for society. Located at the Harvard Law School, the LWP brings together scholars and policy experts from a variety of disciplines to analyze critical labor issues in the law, economy, and society. The LWP also provides unique education for labor leaders throughout the world via the oldest executive training program at Harvard University, the Harvard Trade Union Program, founded in 1942. As a multidisciplinary research and policy network, the LWP organizes projects and programs that seek to understand critical changes in labor markets and labor law, and to analyze the role of unions, business, and government as they affect the world of work. By engaging scholars, students, and members of the labor community, the program coordinates legal, educational, and cultural activities designed

to improve the quality of work life. Some of the programs and projects sponsored by the Labor and Worklife Program include:

Harvard Trade Union Program: Men and women who are active in the labor movement today face unprecedented change and profound challenges in providing leadership and advocacy for working people. Dramatic changes in the world economy and the nature, size and composition of the workplace demand new approaches to organizing, bargaining and union administration. Since 1942, the Harvard Trade Union Program has prepared union activists to meet the challenge of dynamic leadership within their unions and society. Today, the program helps union leaders develop keener analytical, managerial and problem solving skills as well as discover ways to deepen public understanding of the value and importance of labor unions.

Pensions and Capital Stewardship Project: The Pensions and Capital Stewardship Project was established to educate and inform workers, scholars, researchers, and practitioners on issues of retirement security, including employment-based retirement plans, and of pension fund governance, management, investment, and related matters.

The faculty, staff, and research associates of the Labor and Worklife Program include some of the nation's premier scholars of labor studies and an array of internationally renowned intellectuals. The executive training program (HTUP) works closely with trade unions around the world to bring excellence in labor education to trade union leadership. The LWP regularly holds forums, conferences, and discussion groups on labor issues of concern to business, unions, and the government. For further information, call (617) 495-9265.

<http://www.law.harvard.edu/programs/lwp/>

RESEARCH AND WRITING

Journals are another extracurricular activity that will allow you to pursue your particular interest in labor and employment law. Working for a journal allows you to become an “ace” researcher, which is, according to **Judith Starr '85**, General Counsel of Pension Benefit and Guarantee Corporation, an essential skill for a labor or employment attorney. Writing for any of HLS' journals will enable you to pursue research and write articles about particular issues within the field that interest you. Writing a good (and accurate) article about some component of labor or employment law will strengthen your post-graduate applications. It will also help build your credibility as an upcoming expert in the area in which you wrote – something that may be particularly useful if you take a position with an organization that deals with a wide variety of legal issues, as you may be more likely to be given assignments that correspond with your expressed interests. The fact that sixteen of the seventeen journals at HLS do not require any application process makes writing for one a practical and easy way to pursue your interest in labor and employment law.

You can also write a paper on labor and employment law independently of your participation on a journal. If you are taking a class with a paper requirement, think about focusing on a labor and employment issue. You can use this paper as your writing sample when you apply for jobs.

Alternatively, you can make contact with professors who are interested in labor and employment issues and create an independent study project. A good way to find such professors is through OPIA's Faculty Directory, which is available through the OPIA website.

Finally, consider becoming a research assistant to a professor working on labor and employment law issues. Not only will you learn more about current trends in the field, you will also form relationships that could help you pursue your career goals in a variety of ways (i.e. if you want to teach labor/employment law, if you need a recommendation for a clerkship, if you need a reference for a job, etc.).

CHAPTER 7

PERSONAL NARRATIVES

PATRICIA KAKELEC, HLS '93

Former Labor Chief, New York State Attorney General's Office, Labor Bureau

In the fall of 2008, after exactly ten years as a legal services lawyer, I joined the office of New York State Attorney General Andrew Cuomo. Since 2009 I have been the Bureau Chief of the Labor Bureau, based in New York City.

Going from a small, very informal office to a government agency has been an adjustment, but I have been pleased to find that the culture and goals of the Labor Bureau are very much like those of my past workplaces. Many of my colleagues came to the Bureau after representing low-wage workers, immigrant workers, and unions, and without exception my Labor Bureau colleagues see our work as part of an overall mission toward justice in the workplace.

In the New York AG's office, the Labor Bureau does both affirmative cases and defensive cases. On the affirmative side, we do investigations into violations of the labor law: failure to pay minimum wages and overtime, illegal deductions, tip misappropriations, failure to pay the prevailing wage law on public works jobs, retaliation, and a wide variety of other employment-related state laws. Some of our investigations result in settlements with employers (including on-going monitoring) and others lead to litigation. One unique part of working in law enforcement is that we have the ability to issue subpoenas to compel testimony and documents as part of our investigations; we do not have to wait until a lawsuit is filed to get this information. This is an extremely powerful tool.

We also have the ability to enforce the labor law through the criminal process. We have brought criminal cases against employers that fail to pay the minimum wage and overtime (presently a misdemeanor in New York) and employers that do not obtain Workers' Compensation insurance (a felony) or make false filings with the state (also a felony). We bring cases against employers that do not pay prevailing wage rates on public works jobs or violate other state laws. Often we see these violations coming from the same employers: the employers that do not pay their workers the minimum wage or overtime usually have violated a number of other state laws, some of which subject them to even higher penalties. Some of our cases have resulted in jail time for employers (and our certification of the worker-witnesses for the purpose of "U visa" applications).

On the defensive side, we represent the New York State Department of Labor ("DOL") in cases involving the state labor law. This might mean defending the Department in a lawsuit brought by an employer that is claiming that it does not have to pay its employees back wages assessed by the DOL. At other times it means defending the state labor law against challenges, like a recent challenge to new state regulations dealing with workplace violence. The issues that come up in our defensive work are usually quite interesting and generally further the same goals as our affirmative work.

When I graduated from HLS in 1993 I definitely would not have seen government work in the future for me. It would have seemed too bureaucratic, not progressive, and maybe even boring. As I was practicing, though, and would sometimes refer cases to the AG's office or the Department of Labor, I began to appreciate more the importance of the work being done by those in government. Now that I have been here a while, I have been able to see what kind of a response an investigation from our office receives. Employers definitely pay attention when they hear from us, because they know an investigation by our office could result in serious consequences. My work hasn't been bureaucratic or boring at all, and I feel good about the results we have achieved. So for those of you who weren't considering government work I'd offer this piece of advice: give it a look.

GREG SCHELL, HLS '79

Managing Attorney, Migrant Farmworker Justice Project, Florida Legal Services

Back when I was a 3L at HLS, there was no public interest advising office, and precious few public interest employers showed up at the school. I knew that I didn't want a job with a firm, but beyond that, I had no clear idea of what I wanted to do after graduation. On a whim, I signed up for an interview with a representative of a migrant legal services program in Florida that showed up on a snowy February afternoon at HLS.

I had an extended interview, because no one had signed up for interviews in the two slots behind me. The recruiter was dressed casually in a flannel shirt and spent the next hour regaling me with tales of outrageous abuses of migrant workers and the general weirdness of practicing law in a rural community in the South. The job sounded like a hoot—a chance to work in a Peace Corps-type environment without leaving the U.S. Lacking many other offers from public interest employers, I agreed to move to Immokalee, Florida, sight unseen and knowing nothing whatsoever about migrant farm workers or their legal problems.

Nearly three decades later, I am still at it, representing farm workers in Florida in employment matters. The job has proven so much more rewarding and challenging than I could have ever imagined. At a time when many of my HLS classmates are miserable in their jobs, despite earning high salaries as partners at the nation's leading firms, I relish each day at work and am probably even more excited about my work than I was when I first started out following graduation from HLS.

Almost all of my cases involve wage disputes. Like most low wage workers, the majority of farmworkers' legal problems stem from the fact that they perform dangerous work at very low pay rates. Their jobs come with no benefits at all—none of my clients are provided with health insurance or paid days off. Exclusions in federal and state law mean that none of my clients receive overtime pay and for much of their time, they are not even protected by worker's compensation if they suffer an injury while on the job. Low wages limit farmworkers' choices in many other ways. Because of their meager earnings, they usually are forced to live in dilapidated and unsafe housing. Few own their own vehicles; as a result, most farmworkers are heavily dependent on labor contractors for transportation and job placement. Most farmworkers have little leverage power *vis a vis* their employers to bargain for better wages or working conditions. Because of a chronic surplus of low-wage farmworkers, there is a ready and available supply of replacements for any workers who demand more than the employer is offering or insist that the farmer company with farmworker protective laws. And should the workers seek to collectively challenge the employer, they will find themselves with little legal protection because the National Labor Relations Act excludes agricultural workers from its protections.

Forty years ago, Congress held a series of hearings around the country entitled, "Farmworker Powerlessness." As a result of these hearings, Congress recommended the provision of free legal services to farmworkers as a counterbalance to the economic, political and social forces stacked so heavily against them. My professional career has been an exciting ride, trying to serve as this counterweight to powerful agribusiness interests which benefit from the status quo.

Professionally, my job could not be better. There simply aren't many other lawyers doing this sort of work, dealing with arcane laws designed to protect migrant or other low-wage workers. I've become something of an expert in this specialized field. I have also had the chance to litigate a large number of cases of national importance relating to federal minimum wage laws, and particularly questions involving the legal responsibilities of employers seeking to out-source their responsibilities by hiring workers through so-called "independent contractors." Recent cases of national prominence involving the efforts of Microsoft and Wal-Mart to avoid responsibility for minimum wage and overtime violations for workers hired through "independent contractors" have relied heavily on precedents established in farmworker cases I litigated years ago. One of my recent cases was described in the *National Law Journal* as perhaps the most important minimum wage case in the past 20 years. I also had the privilege of handling the only farm worker case to make its way to the U.S. Supreme Court (we were able to persuade HLS Professor Larry Tribe to handle the oral argument at the Supreme Court), which our side won 9-0! (Sad epilogue: several years later, the underlying statute was amended to reverse the decision after Republicans took over control of both houses of Congress). Although I was far from the smartest person in my class at HLS, I have been lead counsel in more reported federal court cases than all but a handful of my classmates.

One of the toughest parts of my job is deciding which cases to take on and pursue through litigation. There are an estimated 250,000 farm workers in Florida and almost all of them have legal problems relating to their employment. We have to try and select cases that have an impact well beyond the parties to the case. This may mean that the case will result in damages or other relief benefiting a large number of workers. It also includes cases that are likely to result in an important change in the case law that will ultimately improve the situation for migrants and other low-wage workers. This makes every case an important one, one that you can be passionate about. We don't have the luxury of taking "gray area" cases to court; in every suit we file, our clients are unquestionably the "good guys," the people who have been mistreated, cheated or abused. There is a good deal of "David v. Goliath" in our cases, and for this reason, defendants often choose to contest these cases even if it might be more economic to settle. After all, the farmworkers' suit does more than merely seek to recover for discrete transgressions of the law; its very existence challenges the well-established social and economic order in the rural areas in which our clients reside and for this reason, much of our litigation is viewed as somewhat subversive. Professionally, there's a certain exhilaration in triumphing over better-funded opponents, who seem able to assign a limitless number of associates to defend a case.

Probably the single factor that makes my job so special is the remarkable human beings that I am privileged to represent. My clients are among the hardest-working people in America. They don't come to me seeking a handout or charity—all they want is what is due to them. Despite the fact that their entire life experience has shown them that no one really cares about them, my clients show amazing confidence in the justice system. For many of them, the money involved in the case is secondary; what they seek is respect and affirmation of the rectitude of their position. It's an enormously empowering experience for my farm worker plaintiffs to speak in a federal courtroom where, for probably the first time in their lives, a person of importance in the power structure of society is listening intently to their words.

In one precedent-setting case, a farm worker family challenged a longstanding interpretation that federal migrant protection laws did not cover workers who were employed on farms on a year-round basis and did not migrate. Before we filed suit, I cautioned my clients that they risked their jobs and their employer-provided housing by bringing the case. I also told them that the damages they stood to recover were modest, even by migrant farm worker standards. My clients didn't care; they believed fervently that it simply wasn't fair that the federal law didn't cover their work while it protected their co-workers who migrated on a seasonal basis.

Predictably, my clients were fired shortly after suit was filed and evicted from their housing. Several of them went months before they found another job. To make matters worse, the federal district court entered a directed verdict against the workers. We appealed the ruling to the Eleventh Circuit, which set oral argument for the main courtroom in downtown Atlanta. I told the plaintiffs about the upcoming oral argument and, to my surprise, they insisted on attending. I pointed out that the arguments would be on legal points and would be entirely in English. My clients, all monolingual Spanish speakers, were unmoved. It was their case and they wanted to be there.

So, on a gray and rainy February morning, I met my clients in front of the appeals court. They had driven all night long from their homes in northern Florida, arriving in Atlanta just before dawn. That day, things were a bit unusual in the grand courtroom where the three appellate judges were hearing oral arguments. Usually the courtroom is empty except for the lawyers presenting arguments that day. I swelled up with pride in standing up and introducing my clients, one by one, to the court before the oral argument began. Although my clients probably understood almost none of the argument, they beamed throughout the lawyers' presentations. And there was one great fiesta nine months later when the appeals court ruled unanimously in our favor and extended the protections of federal migrant worker laws to all field workers, even those who work year-round rather than migrating. No one could have better or more loyal clients. If representing people like these does not produce passion for their cause, you don't have a pulse.

SHANNON LISS-RIORDAN, HLS '96

Founding partner of Lichten & Liss-Riordan, P.C.

I graduated from law school in 1996, knowing that I wanted to pursue a career in civil rights. I didn't know exactly what form that would take, but thought that would probably mean working for a nonprofit organization. While in law school, I did a semester clinical in employment law working part time with a small firm in Boston. After graduation, I spent two years in a federal clerkship, where I learned legal writing and the litigation process. Then I got married and spent two months in Asia on our honeymoon without a care that I had no job to return to. My plan was to return to Boston and hang out a shingle and start my own practice in plaintiff-side employment law. Luckily my plan was thwarted. While in Asia, I got an e-mail from the lawyer I had worked for during my clinical letting me know that a small labor and employment law firm in Boston was looking for an associate and that I should get in touch with them right away. I did, and, late one evening, from a small shack in Thailand, next to a phone lit by candlelight, I interviewed with my future partners back in Boston. They hired me, and I accepted, sight unseen on both sides. It was a fortunate twist of fate that landed me exactly where I wanted to be, with a small firm that gave me the opportunity to pursue whatever I wanted to do and provided the support and mentorship I learned was necessary to learn the practical ropes of a law practice. I stayed with the firm for ten years, until just last year when my mentor Harold Lichten and I broke off and established our own firm, Lichten & Liss-Riordan, P.C., an eight-attorney firm that represents employees and labor unions.

By working in a private firm practice, I found the freedom to take on whatever seemed interesting. In my first years there, my work was focused on what I had expected from an employment law practice, primarily discrimination and First Amendment litigation on behalf of individuals. Then, in 2001, I got a call from a waiter whose complaint was that his manager was taking a share of his tips. I researched the issue and found there was a law on the books in Massachusetts protecting tipped employees, but it had gotten almost no attention and was openly flouted throughout the food and beverage industry. Although that first case I took on the issue did not go very well, I kept at it, and one case led to another, and before long I had a thriving practice devoted to representing tipped employees. Within several years, I believe there was hardly a restaurant in Massachusetts that did not know that management cannot take gratuities from waitstaff.

My work on tips cases led to other wage-related litigation, and for the past five years my practice has been devoted almost exclusively to class action wage and hour law. In addition to representing waiters, we have represented skycaps who lost out on tips when the airlines began charging curbside check-in fees that looked deceptively like tips, truck drivers (and other types of employees) who have been misclassified as independent contractors and forced to pay for expenses their employers should be paying, minority firefighter and police officer applicants who have faced obstacles in being hired or promoted due to discriminatory civil service exams, immigrant workers who have been exploited by their employers in many ways, janitors who have been sold bogus "cleaning franchises" and essentially have had to pay for jobs that then frequently get taken away, and other employees who have not been paid properly. This work is immensely fulfilling, as I feel we are helping people directly who benefit from the cases we bring, as well as people helped indirectly from the law that we are shaping as we litigate these

cases. In recent years, our work has expanded nationally, as I am frequently called by lawyers from around the country asking us to assist or co-counsel on other cases.

For someone deciding what path to take in a legal career, here are what I would say are the morals of my story. Know what you want to do, but stay flexible. Be willing to take risks, and take advantage of opportunities that come your way. (I accepted the job during my honeymoon because it felt right, even though it was not what I had been planning. I took that first case of the waiter who called me, though my partner warned me there was no helpful case law and the courts might butcher the law that was on the books. I kept pursuing the issue even though my first case on it was not successful.) Put yourself in enough situations so that you are getting exposure to avenues you might want to pursue because you never know where that opportunity will come from. (When I did that employment law clinical during my third year of law school, I never could have expected that that connection would lead to my introduction to my partner and mentor with whom I have now worked almost twelve years.) And most importantly, work hard, be good at what you do, and love what you do. If you do these three things, the opportunities will come, or you will make them for yourself.

CHAPTER 8 SELECTED ORGANIZATIONS

This section lists labor and/or employment law organizations by practice setting (Government, Union, Nonprofit, Private Public Interest Firm and International) and then by state. Be sure to check Harvard Law School's Public Interest Job Search Database for more options at: <https://ldap.law.harvard.edu/>.

GOVERNMENT

National Labor Relations Board – Office of the General Counsel

1099 14th St. NW
Washington, DC 20570
(202) 273-3700

<http://www.nlr.gov/who-we-are/general-counsel>

Description: The General Counsel has supervisory authority over all Regional Offices and guides policy on issuing complaints, seeking injunctions, and enforcing the Board's decisions.

Office of Compliance

John Adams Building Rm LA 200
110 2nd St SE
Washington, DC 20540-1999
202-724-9250

<http://www.compliance.gov>

Description: The Office of Compliance provides legal support and investigates complaints alleging violations of the Occupational Safety and Health Act, Americans with Disabilities Act and Unfair Labor Practice charges, as applied through the Congressional Accountability Act, within the Legislative Branch of the Federal Government.

U.S. Department of Justice - Civil Rights Division - Office of Special Counsel for Immigration Related Unfair Employment

1425 New York Ave. NW

Washington, DC 20005
202-616-5594

www.usdoj.gov/crt/osc/

Description: Enforces the anti-discrimination provision of the Immigration and Nationality Act 274B, 8 U.S.C. 1324b. This statute prohibits citizenship or immigration status discrimination with respect to hiring, firing, and recruitment or referral for a fee, by employers with four or more employees. Employers may not treat individuals differently because they are, or are not, U.S. citizens.

U.S. Department of Labor – Administrative Review Board

200 Constitution Ave., NW, 5-4309
Washington, DC 20210
(202) 693-6211

<http://www.dol.gov/arb/>

Description: Issues final agency decisions under a broad range of Federal labor laws, including nuclear, environmental, and Surface Transportation Assistance Act whistleblower cases, Office of Federal Contract Compliance Program cases, and child labor cases.

U.S. Department of Labor - Benefits Review Board

Mail Stop: S-5220
200 Constitution Ave., NW
Washington, DC 20210
(202) 693-6234

<http://www.dol.gov/brb/welcome.html>

Description: A quasi-judicial, appellate body with nationwide jurisdiction over cases arising under the Black Lung Benefits Act and the Longshore and Harbor Workers Compensation Act and its extensions.

U.S. Department of Labor – Civil Rights Center

200 Constitution Ave., NW, #N4123
Washington, DC 20210
202-693-6500

<http://www.dol.gov/oasam/programs/crc>

Description: Enforces various federal statutes and regulations that prohibit discrimination in DOL financially assisted and conducted programs and activities, discrimination on the basis of disability by certain public entities and in DOL conducted activities, and discrimination within DOL itself.

U.S. Department of Labor – Employee Benefits Security Administration

200 Constitution Ave., NW
Washington, DC 20210
(202) 693-8300

<http://www.dol.gov/ebsa>

Description: Educates and assists Americans covered by private retirement plans, health plans and other welfare benefit plans. Promotes voluntary compliance and facilitates

self-regulation, working to provide assistance to plan participants and beneficiaries.

U.S. Department of Labor – Employees’ Compensation Appeals Board

Mail Stop: S-5220
200 Constitution Ave., N.W.
Washington, DC 20210
(202) 693-6420
<http://www.dol.gov/ecab/welcome.html>

Description: Hears appeals taken from determinations and awards under the Federal Employees Compensation Act with respect to claims of federal employees injured in the course of their employment.

U.S. Department of Labor – International Child Labor Program

200 Constitution Ave. NW, Rm. S-5307
Washington, DC 20210
(202) 693-4849
<http://www.dol.gov/ilab/programs/ocft>

Description: Researches international child labor, supports U.S. government policy on international child labor issues, administers grants to organizations engaged in efforts to eliminate child labor, and raises awareness about the child labor issue.

U.S. Department of Labor – Office of International Relations

200 Constitution Ave., NW, Rm. S-5004
Washington, DC 20210
(202) 693-4808
<http://www.dol.gov/ilab/programs/oir/>

Description: Represents the U.S. Government in the International Labor Organization (ILO) and the labor components of international organizations; provides expertise,

research and advice on labor and employment trends and issues in foreign countries; and helps facilitate the sharing of information between specialized DOL agencies and other countries.

U.S. Department of Labor – Office of the Solicitor

P.O. Box 1914
Washington, DC 20210
(202) 693-5260
<http://www.dol.gov/sol>

Description: Prepares, litigates and appeals cases in the federal courts or before administrative law judges. Also may be asked to render legal opinions, draft and review regulations issued by the department, analyze legislation or prepare testimony to be delivered to Congress.

U.S. Department of Labor - Office of Trade and Labor Affairs

200 Constitution Ave., NW
Rm. S-5303
Washington, DC 20210
202-693-4800
<http://www.dol.gov/ILAB/programs/otla/index.htm>

Description: The Bureau of International Labor Affairs (ILAB) leads the U.S. Department of Labor's efforts to ensure that workers around the world are treated fairly and are able to share in the benefits of the global economy. ILAB's mission is to use all available international channels to improve working conditions, raise living standards, protect workers ability to exercise their rights, and address the workplace exploitation of children and other vulnerable populations. ILAB's Office of Trade and Labor Affairs specifically works to accomplish these goals through U.S. trade and investment policies, programs, and agreements.

U.S. Department of Labor – Women’s Bureau

200 Constitution Ave., NW, Rm. S-3002
Washington, DC 20210
(202) 693-6710
<http://www.dol.gov/wb/>

Description: Represents the needs of wage-earning women in the public policy process. Its mission is to promote profitable employment opportunities for women, to empower them by enhancing their skills and improving their work conditions, and to provide employers with more alternatives to meet their labor needs.

U.S. Department of State – Office of International Labor and Corporate Social Responsibility

Harry S. Truman Bldg.
2201 C St. NW, Rm. 4835
Washington, DC 20520
(202) 647-3663
<http://www.state.gov/g/drl/ila/index.htm>

Description: Promotes the rights of workers throughout the world. Seeks to ensure that all workers can exercise their rights in the workplace and thus share in the prosperity of the global economy.

U.S. Equal Employment Opportunity Commission

1801 L St. NW, Ste. 10133
Washington, DC 20507
<http://www.eeoc.gov/eeoc/commission.cfm>

Description: An independent federal agency that enforces all federal employment discrimination laws, including Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act and the Equal Pay Act. Develops policy guidance and regulations pertaining to the enforcement of these federal civil rights laws.

U.S. Equal Employment Opportunity Commission - Office of Federal Operations

, Appellate Review Program
1801 L St. NW, 5th Fl.
Washington, DC 20507
(202) 663-4593

<http://www.eeoc.gov>

Description: Part of the EEOC headquarters in Washington, DC. Responsible for adjudicating federal sector employment discrimination claims.

U.S. Equal Employment Opportunity Commission - Office of the General Counsel

1801 L St., NW
Washington, DC 20507
(202) 663-4702

<http://www.eeoc.gov>

Description: The agency charged with enforcing federal employment discrimination laws, including Title VII of the Civil Rights Act of 1964, Titles I and V of the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Rehabilitation Act and the Equal Pay Act.

U.S. Equal Employment Opportunity Commission – Washington Field Office

1801 L St., NW, Ste. 100
Washington, DC 20507-1002
(202) 419-0700

<http://www.eeoc.gov>

Description: Enforces federal laws prohibiting discrimination in employment.

U.S. House of Representatives Committee on Education and Labor

2181 Rayburn House Office Building
Washington, DC 20515
202-225-3725

<http://www.edlabor.house.gov>

Description: The Committee on Education and Labor's mission is to grow and strengthen the American middle class.

United States Senate Committee on Health, Education, Labor and Pensions

632 Hart Senate Office Building
Washington, DC 20510
202-224-5441

<http://www.help.senate.gov>

Description: The Committee is composed of three subcommittees, which have a broad jurisdiction over our country's health care, education, employment and retirement policies.

U.S. Equal Employment Opportunity Commission - Chicago District Office

500 W Madison RM 2000
Chicago, IL 60661
800-669-4000

<http://www.eeoc.gov/field/chicago>

Description: The EEOC is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

Attorney General's Office- Massachusetts- Public Protection and Advocacy Bureau - Civil Rights Division

Legal Intern Program
One Ashburton Pl
Boston, MA 02108
617-727-2200

<http://www.ago.state.ma.us>

Description: Seeks injunctive relief on behalf of victims of hate crimes and other civil rights violations. The division enforces fair and accessible housing, equal employment and equal educational opportunities, equal access to public

accommodations, equal credit, and equal access to justice. The Civil Rights and Civil Liberties Division also addresses issues and claims related to the First Amendment, religious freedom, privacy, reproductive choice, and police misconduct. The Disability Rights Project enforces the civil rights of individuals with disabilities.

Attorney General's Office – Massachusetts - Business and Labor Bureau - Fair Labor Division

Human Resources Management Office

1 Ashburton Pl
Boston, MA 02108
617-727-2200

http://www.mass.gov/?pageID=cago_homepage&L=1&L0=Home&sid=Cago

Description: Responsibilities include handling enforcement of state labor standards law, including non-payment of wages, overtime, minimum wage, prevailing wage, child labor and other related statutes in civil and criminal courts and administrative hearings.

Boston Workers' Compensation Service Department

Boston City Hall, Rm 613, City Hall Plaza

Boston, MA 02201
617-635-3193

http://www.cityofboston.gov/worker_scomp/default.asp

Description: Provides defense work for the department.

Equal Employment Opportunity Commission - Boston Office

R. Liliana Palacios, Senior Trial Attorney
John F. Kennedy Federal Building
Government Center
Room 475
Boston, MA 02203-0506

<http://www.eeoc.gov/field/boston/>

Description: The EEOC enforces laws prohibiting job discrimination also provides oversight and coordination of all federal equal employment opportunity regulations, practices, and policies.

Massachusetts Department of Labor – Department of Industrial Accidents

600 Washington St.
Boston, MA 02111
617-565-4805

<http://www.mass.gov/dia/>

Description: Handles all disputed claims and complaints regarding injured employees. Clerks' duties include scheduling review board hearings, legal research and writing and general review and upkeep of all review board files.

Massachusetts Executive Office of Labor and Workforce Development - Department of Labor Standards

Division of Occupational Safety
19 Staniford Street
2nd Floor
Boston, MA 02114
617-626-6975

<http://www.mass.gov/dos>

Description: The mission of the Massachusetts Department of Labor Standards is to promote and protect workers' safety and health, wages and working conditions. DOS protects workers by means of education and training, workplace safety and health consultation and assessment, occupational injury and illness data collection and analysis, and consistent and responsible administration and enforcement of its statutes and regulations.

Massachusetts Labor Relations Commission

19 Staniford St., 1st Fl.
Boston, MA 02114

(617) 626-7132

<http://www.state.ma.us/>

Description: Agency administers laws for the Massachusetts public sector, in the same way NLRB administers laws for the private sector.

National Labor Relations Board – Region 1

10 Causeway St., O'Neill Federal Bldg., Rm. 601
Boston, MA 02222-1072
(617) 565-6700

<http://www.nlr.gov/category/region/s/region-01>

Description: Serves employees, employers and unions in the states of Maine, New Hampshire, Vermont, Massachusetts, and Rhode Island. Conducts elections, investigates charges of unfair labor practices, and holds hearings in its offices.

U.S. Department of Labor - Office of Administrative Law Judges

O'Neil Federal Building- Room 411
10 Causeway Street
Boston, MA 02222
617-223-9355

<http://www.dol.gov/>

Description: The Office of Administrative Law Judges is comprised of 40-50 Administrative Law Judges nationwide who hear and decide cases arising under more than 50 labor-related federal statutes in compliance with the Administrative Procedure Act.

U.S. Department of Labor – Office of the Solicitor – Region 1

JFK Federal Bldg., Rm. E-375
Boston, MA 02203
(617) 565-2500

<http://www.dol.gov/sol/>

Description: Mission is to meet the legal service demands of the entire Department of Labor.

**State of Maryland – Department of Labor, Licensing & Regulation
Personnel Services Recruitment & Examination Unit**

1100 N. Eutaw St., Room 100
Baltimore, MD 21201
(410) 230-6317

<http://www.dllr.state.md.us>

Description: Provides job development and promotion for Maryland residents.

Attorney General's Office - New York - Labor Bureau

Legal Recruitment Bureau
120 Broadway
New York, NY 10271
212-416-8045

<http://www.oag.state.ny.us>

Description: Brings affirmative litigation on behalf of employees for violations of worker protection laws, including the minimum wage law and other labor standards.

National Labor Relations Board – Region 2

26 Federal Plaza, Ste. 3614
New York, NY 10278
(212) 264-0300

<http://www.nlr.gov>

Description: An independent federal agency created by Congress in 1935 to administer the National Labor Relations Act. The statute guarantees the right of employees to organize and to bargain collectively with their employers or to refrain from all such activity.

National Labor Relations Board – Region 29

2 Metrotech Center, 5th Fl.
Brooklyn, NY 11201
(718) 330-7713

<http://www.nlr.gov>

Description: Federal agency specializing in labor law

New York City Office of Collective Bargaining

40 Rector St., 7th Fl.
New York, NY 10006
(212) 306-7160
<http://ocb-nyc.org/>

Description: Administers the enforcement of the New York City Collective Bargaining Law, which governs labor relations between the City of New York as the employer and municipal employees and unions.

New York State Department of Labor – Counsel’s Office

V. Averelle Harriman State Office
Campus
Bldg. 12
Albany, NY 12240
(212) 352-6561
<http://www.labor.state.ny.us>
Description: Handles legal matters relating to labor.

New York State Division of Human Rights

1 Fordham Plaza 4th Fl
Bronx, NY 10458
718-722-2385
<http://www.dhr.state.ny.us>
Description: Enforces the New York State Human Rights Law, which affords every citizen an equal opportunity to enjoy a full and productive life. This law prohibits discrimination in employment, housing, credit, places of public accommodations, and non-sectarian educational institutions, based on age, race, national origin, gender, sexual orientation, marital status, disability, military status, and other specified classes.

North Carolina Department of Labor - Occupational Safety and Health Division

1101 Mail Service Center
Raleigh, NC 27699-1101
(919) 807-2860
<http://www.nclabor.com>

Description: Provides a link between organized labor and progressive health, environmental and legal activists/organizations.

U.S. Department of Labor – Office of the Solicitor – Region III

Office of the Solicitor, U.S. Dept. of Labor
Suite 630E, the Curtis Ctr, 170 S. Independence Mall West
Philadelphia, PA 19106
<http://www.dol.gov/sol/organizations/regions/phil.htm>
Description: Mission is to meet the legal service demands of the entire Department of Labor.

Teacher Retirement System of Texas

1000 Red River Street
Austin, TX 78701
<http://www.trs.state.tx.us/>
Description: TRS has been serving the needs of Texas public education employees for more than 70 years. In November 1936, voters approved an amendment to the Constitution of Texas creating a statewide teacher retirement system.

U.S. Equal Employment Opportunity Commission - Seattle

909 1st Ave Ste 400
Seattle, WA 98104
206-220-6892
<http://www.eeoc.gov/field/seattle/index.cfm>
Description: The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

UNION

American Federation of Government Employees

80 F St, NW
Washington, DC 20001
202-737-8700

<http://www.afge476.org>
Description: AFGE Local 476 represents approximately 1,800 bargaining unit employees who work for HUD. The bargaining unit includes both professional and non-professional employees.

American Federation of Television and Radio Artists

5757 Wilshire Blvd 9th Fl
Los Angeles, CA 90036-3600
323-634-8100
<http://www.aftra.com>
Description: A national labor union representing over 70,000 performers, journalists and other artists working in the entertainment and news media.

California Nurses Association

2000 Franklin St
Oakland, CA 94612
510-273-2200
<http://www.calnurses.org>
Description: The California Nurses Association, and its national arm, the National Nurses Organizing Committee, is one of the nation's premiere nurses organizations and health care unions. CNA/NNOC is a leading national advocate for universal healthcare reform, through a single-payer style system based on an improved and expanded Medicare for all.

California Teachers Association (CTA)

Department of Human Resources
Management
California Teachers Association
PO Box 921
Burlingame, CA 94011-0921

650-552-5440

<http://www.cta.org>

Description: One of the strongest advocates for educators in the country. CTA includes teachers, counselors, school librarians, social workers, psychologists, and nurses. These educators in the K-12 school system are joined by community college faculty, California State University faculty, and education support professionals to make CTA the most inclusive and most powerful voice of educators in the state.

Screen Actor's Guild

5757 Wilshire Blvd, 7th Fl
Los Angeles, CA 90036-3600
323-954-1600

<http://www.sag.org/home>

Description: An American labor union representing over 200,000 film and television principal performers and background performers worldwide.

UNITE HERE Local 11

464 S. Lucas Ave Ste. 201
Los Angeles, CA 90017
213-481-8530

<http://www.unitehere11.org/>

Description: A progressive, movement-oriented Los Angeles labor union, which represents hotel workers throughout the LA metropolitan area.

Amalgamated Transit Union

5025 Wisconsin Ave, NW
Washington, DC 20016
202-537-1645

<http://www.atu.org>

Description: Represents transit workers in the United States and Canada.

American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)

Counsel

815 16th St, NW

Washington, DC 20006

<http://www.aflcio.org>

Description: A voluntary federation of 53 national and international labor unions.

Service Employees International Union

1800 Massachusetts Avenue, NW
Washington, DC 20036
202-730-7000

<http://www.seiu.org>

Description: A progressive, dynamic and growing labor organization representing over 2 million members in the United States, Puerto Rico and Canada, principally in the property service, public service, and health care fields.

Massachusetts Teachers Association

20 Ashburton Place
Boston, MA 02108

<http://www.mta.org>

Description: Supports public education, lobbies for continued funding of education reform efforts, annual increases in public higher education budgets and is committed to equal educational opportunity and the future of public education.

Service Employees International Union (SEIU) Local 615, Boston

26 West Street
Boston, MA 02111
617 523 6150

<http://www.seiu615.org>

Description: SEIU is the fastest-growing union in North America. Local 615 in Boston focuses on property services workers - janitors, maintenance and custodial workers, security guards, stadium and arena workers, window cleaners, doormen/women.

International Association of Machinists and Aerospace Workers

9000 Machinists Pl

Upper Marlboro, MD 20772-2687
301-967-4500

<http://www.iamaw.org>

Description: Union working to preserve and defend the rights of its members. It is involved in legal matters concerning organizing, collective bargaining, family leave, health and safety, and other such developments affecting working people.

United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) – Legal Department

8000 E. Jefferson Ave.
Detroit, MI 48214
(313) 926-5216

<http://www.uaw.org>

Description: Conducts litigation at both the trial and appellate level, provides legal advice to the UAW's elected officials and provides legal support in collective bargaining negotiations, lobbying and educational activities for UAW leadership and membership.

New Hampshire AFL-CIO

161 Londonberry Turnpike
Hooksett, NH 03106
(603) 623-7302

<http://www.nhafcio.org>

Description: Develops legislation and public policy on labor issues.

Local 6 Hotel Bartenders and Club Employees - New York

709 Eighth Ave.
New York, NY 10036
(212) 957-8000

Description: Union which represents hotel workers in New York City.

National Basketball Players Association

310 Lenox Avenue
New York, NY 10027
<http://www.nbpa.org/>

Description: Union for current professional basketball players in the National Basketball Association.

NYSUT

52 Broadway, 9th Fl.
New York, NY 10004
(518) 213-6000

<http://www.nysut.org>

Description: A federation of more than 1,200 local unions, each representing its own members. They are affiliated with the American Federation of Teachers (AFT) and the National Education Association (NEA). They are also part of the AFL-CIO and of Education International.

Service Employees International Union Local 32 BJ

101 Avenue of the Americas
New York, NY 10013
212-388-2132

<http://www.seiu32bj.org>

Description: Largest building service workers union in the country, representing more than 110,000 cleaners, doormen, porters, maintenance workers, window cleaners, security guards, superintendents, and theater and stadium workers in New York, New Jersey, Connecticut, Pennsylvania, Maryland, Virginia and Washington, DC.

United Steelworkers (USW) - Legal Department

Five Gateway Center
Pittsburgh, PA 15222
412-562-2542

<http://www.usw.org>

Description: USW is the largest industrial union in North America, engaged in policy issues including labor and employment, the environment, energy, trade, the future of manufacturing, and human rights.

United Mine Workers of America - Office of General Counsel

8315 Lee Highway
Fairfax, VA 22031
703-208-7200

<http://www.umwa.org>

Description: A labor organization representing coal miners and many other types of workers, such as hospital workers, factory workers, police officers, correctional officers, county employees, and nursing home workers, to name a few.

General Teamsters Local 174

14675 Interurban Ave S Ste 303
Tukwila, WA 98168
800-221-9952

<http://www.teamsters174.org>

Description: Represents some 7,000 active members working for a variety of employers, and approximately 1,000 retired members.

Washington State Nurse's Association

575 Andover Park West, Ste. 101
Seattle, WA 98188
(206) 575-7979

<http://www.wsna.org>

Description: Represents more than 13,000 registered nurses including staff nurses, nurse educators, nurse practitioners, school nurses and public health nurses in Washington state.

NONPROFIT

Southern Poverty Law Center

400 Washington Ave.
Montgomery, AL 36104
(334) 956-8200

<http://www.splcenter.org>

Description: Litigates constitutional and civil rights issues on behalf of victims of injustice. Substantial litigation practice and policy work

relating to immigrants, juvenile justice, and education.

Employee Rights Advocacy Institute for Law and Public Policy

44 Montgomery St
Ste 2080

San Francisco, CA 94104
415-296-7629

<http://www.nela.org>

Description: The Institute is a nonprofit charitable and educational organization. Its mission is to advocate for employee rights by advancing equality and justice in the American workplace.

HIV and AIDS Legal Services Alliance, Inc.

3550 Wilshire Blvd Ste 750
Los Angeles, CA 90010
213-637-1690

<http://www.halsalegal.org>

Description: A direct legal service provider to the 50,000 people living with HIV or AIDS throughout Los Angeles County. Provides legal education programs, outreach clinics and a wide range of services including immigration, discrimination, housing, benefits, tax, testamentary, and debtor relief.

Legal Aid Society-Employment Law Center

600 Harrison St Ste 120
San Francisco, CA 94107
415-864-8848

<http://www.las-elc.org>

Description: Promotes the stability of low income and disadvantaged workers and their families by addressing issues that affect their ability to achieve self-sufficiency. Does litigation, direct services, legislative advocacy.

Pars Equality Center

P.O. Box 2311
San Francisco, CA 94126
(415) 274-8000

<http://www.parsequalitycenter.org/index.html>

Description: Pars Equality Center is the first—and currently the only—organization of its kind dedicated solely to the protection of the rights and dignity of Iranian peoples in the United States.

Swords to Plowshares

1060 Howard St.
San Francisco, CA 94103
(415) 252-4788

<http://www.swords-to-plowshares.org/>

Description: Swords to Plowshares is a local, nationally-recognized nonprofit serving veterans in need in the San Francisco Bay Area.

Worksafe

171 12th St., 2nd Fl.
Oakland, CA 94607
(510) 302-1011

<http://www.worksafe.org>

Description: Provides training, technical assistance and advocacy support to legal services offices in California. The Project focuses on occupational safety and health (OSH) and toxic exposures in the workplace and community (environmental health).

Airline Pilots Association, International (ALPA)

1625 Massachusetts Ave NW
Washington, DC 20036
(703) 689-2270

<http://www.alpa.org>

Description: Represents 60,000 pilots who fly for 42 U.S. and Canadian airlines.

AFL-CIO Solidarity Center

888 16th Street N.W. Ste 400
Washington, DC, DC 20006
202-974-8383

<http://www.solidaritycenter.org/>

Description: Launched by the ALF-CIO, the Solidarity Center is a

nonprofit organization that assists workers around the world who are struggling to build democratic and independent trade unions. Provides a wide range of education, training, research, legal support, organizing assistance, and other resources to help build strong and effective trade unions and more just and equitable societies.

American Rights at Work

1100 17th St NW, Ste 950
Washington, DC 20036
202-822-2127

<http://www.americanrightsatwork.org>

Description: Informs the American public about the struggle to win workplace democracy for nurses, cooks, computer programmers, retail cashiers, and a variety of workers who we all depend on every day.

Break the Chain

1112 16th Street NW, Suite 600
Washington, DC 20036
202-787-5245

<http://www.breakthechaincampaigndc.org/>

Description: Seeks to minimize the effects of human trafficking, modern-day slavery and worker exploitation through comprehensive direct service, research, outreach, advocacy, training and technical assistance.

Change to Win

1900 L St NW Ste 900
Washington, DC 20036

<http://www.changetowin.org>

Description: A labor federation seeking to unite the 50 million workers in Change to Win affiliate industries whose jobs cannot be outsourced and who are vital to the global economy.

DC Employment Justice Center

727 15th St NW 2nd Fl

Washington, DC 20005
202-828-9675

<http://www.dcejc.org>

Description: Provides free legal services to low-income workers on employment law matters such as unpaid wages, family and medical leave, disability accommodation, and weekly workers' rights clinics.

Farmworker Justice

1126 16th St NW Ste 270
Washington, DC 20036
202-293-5420

<http://www.fwjjustice.org>

Description: Represents the interests of migrant and seasonal farm workers.

National Disability Rights Network

900 Second St., N.E., Suite 211
Washington, DC 20002
(202) 408-9514

<http://www.napas.org>

Description: Nonprofit membership organization for the federally mandated Protection and Advocacy (P&A) Systems and Client Assistance Programs (CAP) for individuals with disabilities.

National Women's Law Center

11 Dupont Cir NW, Ste 800
Washington, DC 20036-1209
202-588-5180

<http://www.nwlc.org>

Description: The National Women's Law Center is a nonprofit organization that has been working since 1972 to advance and protect women's legal rights.

Florida Legal Services - Migrant Farm Worker Justice Project

508 Lucerne Ave
Lake Worth, FL 33460-3819
561-582-3921

<http://www.floridalegal.org>

Description: Public interest law firm representing migrant farm workers in

major employment, civil rights and housing litigation throughout Florida. Also engages in extensive policy work on behalf of farm workers.

National Employment Lawyers Association – Florida Chapter

The Law Office of Adria Lynn Silva, LLC

PO Box 770849

Naples, FL 34107-0849

239-514-4855

<http://www.floridanela.org/>

Description: The National Employment Lawyers Association advances employee rights and serves lawyers who advocate for equality and justice in the American workplace.

Chicago Lawyers' Committee for Civil Rights Under Law

100 N La Salle St

Ste 600

Chicago, IL 60602

312-630-9744

<http://www.clccrul.org>

Description: Represents poor and minority persons in civil rights matters which involve significant legal questions or may result in systematic reform in the areas of employment discrimination and job creation, fair and affordable housing issues, hate crimes prevention and response, a wide range of education matters, administration of justice, voting rights, and the health and welfare rights of children in poverty.

Edwin F. Mandel Legal Aid Clinic

6020 S University Ave

Chicago, IL 60637

773-702-9611

<http://www.law.uchicago.edu/clinics/mandel>

Description: Joint venture of the University of Chicago Law School

and the Legal Aid Bureau of United Charities.

Women Employed Institute

111 N Wabash St 1300

Chicago, IL 60602

<http://www.womenemployed.org>

Description: National advocate for women's economic advancement. Analyzes workplace issues, educates policy makers, and builds support to improve opportunities and incomes. Fights against discrimination, pregnancy discrimination and sexual harassment and to strengthen federal equal opportunity policies and work/family benefits.

Indiana Legal Services - Migrant Farmworker Project

151 N Delaware St Ste 1800

Indianapolis, IN 46204

317-631-9410

<http://www.indianajustice.org>

Description: Nonprofit law firm that provides free civil legal assistance to eligible low-income people in Indiana. Provides legal services specifically to migrant farmworkers who travel to Indiana to work in agriculture during the agricultural season.

New Orleans Workers' Center for Racial Justice

803 Baronne St.

New Orleans, LA 70113

(504) 309-5165

<http://www.nowcrj.org/>

Description: Builds power for workers and advances racial justice in post-Katrina New Orleans.

Disability Policy Consortium

59 Temple Pl Ste 669

Boston, MA 02111

617-542-3822

<http://www.dpcma.org/>

Description: An organization of volunteer disability rights activists who share a common goal of equal

opportunity for all individuals with disabilities.

Fair Employment Project

122 Boylston St

Jamaica Plain, MA 02130

617-390-2544

<http://www.fairemploymentproject.org>

Description: A tax-exempt, nonprofit organization whose goal is to reduce violations of employment civil rights by providing assistance and information to workers and their advocates.

Greater Boston Legal Services - Employment Unit

197 Friend St

Boston, MA 02114

617-371-1234

<http://www.gbls.org>

Description: Represents clients in unemployment hearings and represents immigrants in work related problems including wage and hour claims, discrimination cases and other issues.

NAACP – Boston Branch

P. O. Box 8370

Boston, MA 02114

(617) 427-9494

<http://www.naacpbostonbranch.org>

Description: Ensures the political, educational, social and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination.

Pension Action Center

100 Morrissey Blvd.

Boston, MA 02125-3330

(617) 287-7324

<http://www.pensionaction.org>

Description: A grant-funded program that provides free services to persons seeking pension benefits by investigating cases and representing clients through the administrative appeal process.

NAACP - National Legal Department

4805 Mt. Hope Dr.
Baltimore, MD 21215
(410) 486-9180

<http://www.naacp.org/legal/>

Description: Organization's mission is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination.

Senior Service America

8403 Colesville Rd., Ste. 1200
Silver Spring, MD 20910-3314
(301) 578-8800

<http://www.seniorserviceamerica.org/home.html>

Description: Grassroots and legislative organization for protecting the rights of the elderly. Provides civic engagement and employment opportunities for adults over the age of 55 who wish to re-enter the workforce.

Mississippi Immigrants Rights Alliance (MIRA)

Mississippi Immigrants Rights Alliance Legal Project
P.O. Box 1466
Jackson, MS 39215-1466
(601) 968-5182

<http://www.yourmira.org>

Description: MIRA is a nonprofit organization based on a desire to help improve laws and public policy affecting immigrants, and working people of color.

National Workrights Institute

166 Wall St.
Princeton, NJ 08540
(609) 683-0313

<http://www.workrights.org>

Description: Nonprofit organization dedicated to labor and employment rights.

American Civil Liberties Union (ACLU)

125 Broad St
18th Fl
New York, NY 10004
212-549-2500

<http://www.aclu.org>

Description: Engages in the nonpartisan defense of the Bill of Rights through impact litigation involving violations of constitutional guarantees.

Association for Union Democracy

104 Montgomery St
Brooklyn, NY 11225
718-564-1114

<http://www.uniondemocracy.org>

Description: Provides counseling and education to union members seeking to assert their rights within a union and to women seeking equality within unions. Also creates educational literature.

El Centro de Derechos Laborales - Workplace Project

91 N Franklin St Ste 207
Hempstead, NY 11550-3003
516-565-5377

<http://www.workplaceprojectny.org>

Description: Works with Latino immigrant workers to defend and expand their rights on the job. Provides labor related legal services, education and organizing to Long Island's Latino community.

Gay Men's Health Crisis

119 W 24th St 7th Fl
New York, NY 10011
212-367-1137

<http://www.gmhc.org>

Description: Researches and directs legal representation on AIDS-related legal and advocacy issues.

Latino Workers Center

191 E 3rd St
New York, NY 10009
212-473-3936

centrolatino@hotmail.com

Description: Grassroots organization dedicated to organizing immigrant workers to protect their rights in the workplace and in the community.

Legal Action Center

225 Varick St 4th Fl
New York, NY 10014
212-243-1313

<http://www.lac.org>

Description: Conducts litigation and policy advocacy to combat discrimination based upon HIV status, criminal record and/or addiction history. Promotes law reform as well as provides individual relief to clients.

Make the Road New York

301 Grove St
Brooklyn, NY 11237
718-418-7690

<http://www.maketheroad.org>

Description: Promotes economic justice, equity and opportunity for all New Yorkers through community and electoral organizing, strategic policy advocacy, leadership development, youth and adult education, and high quality legal and support services.

National Employment Law Project

80 Madien Ln Rm 509
New York, NY 10038
212-285-3025

<http://www.nelp.org/>

Description: Fights for working families to deliver on the nation's promise of economic opportunity. Working in partnership in the states and local communities, NELP specializes in wage and hour protections, the employment rights of immigrant workers and people with criminal records, and the economic security of jobless families, including workers laid off due to the nation's trade policies.

Restaurant Opportunities Center of New York

275 7th Ave., Suite 1703
New York, NY 10001
212-343-1771

<http://www.rocny.org>

Description: Founded initially after September 11th, 2001 to support restaurant workers displaced from the World Trade Center tragedy. Has expanded to advocate for the rights of restaurant workers citywide.

Urban Justice Center

123 William Street, 16th Floor
New York, NY 10038
646-602-5669

<http://www.urbanjustice.org>

Description: Founded to make legal services easily accessible to poor and homeless New Yorkers, and to make social advocacy and law reform efforts directly responsive to the daily struggles of those individuals.

Disability Rights Oregon

620 SW 5th Ave
Portland, OR 97204-1428
503-243-2081

<http://www.disabilityrightsoregon.org>

Description: Represents and protects the rights of people with disabilities, including developmental disabilities, mental illness, traumatic brain injury and physical impairments. They represent both people in the community and people in the state psychiatric hospital.

Legal Aid Services of Oregon - Farmworker Project

230 NE 2nd Ave Ste A
Hillsboro, OR 97124
503-648-7163

<http://www.lasoregon.org>

Description: Specializes in representing migrant and seasonal farmworkers primarily in employment, housing and civil rights issues. Many cases involve unpaid

wages, poor working conditions, unsafe housing, discrimination and retaliation for exercise of legal rights.

Legal Clinic for the Disabled

1513 Race St
Philadelphia, PA 19102
215-587-3350

<http://www.legalclinicforthedisabled.org>

Description: Provides free legal services to poor people with physical disabilities. Assists clients with a range of civil legal problems, including estates, special education, landlord/tenant or family law problems.

Women's Law Project

125 S. 9th St., Ste. 300
Philadelphia, PA 19107
(215) 928-9801

<http://www.womenslawproject.org/>

Description: Dedicated to improving the legal and economic status of women and their families through public policy development, litigation, public education, legislative reform and systems advocacy.

Southern Migrant Legal Services

311 Plus Park Blvd
Ste 135
Nashville, TN 37217
615-750-1200

<http://www.trla.org/>

Description: A special project of Texas RioGrande Legal Aid to provide free employment-related legal services to migrant and seasonal farm workers in Kentucky, Tennessee, Arkansas, Alabama, Mississippi and Louisiana.

Advocacy, Inc.

Services Unit
7800 Shoal Creek Blvd 171-E
Austin, TX 78757-1024
512-454-4816

<http://www.advocacyinc.org>

Description: Protects and advances the legal, human and service rights of people with disabilities.

Equal Justice Center

510 S Congress Ave Ste 206
Austin, TX 78704
512-474-0007

<http://www.equaljusticecenter.org>

Description: Works with low-income working men and women to enforce wage rights and achieve fair treatment in the workplace, regardless of immigration status.

Center for Equal Opportunity

7700 Leesburg Pike, Ste 231
Falls Church, VA 22043
703-442-0066

<http://www.ecousa.org>

Description: Supports colorblind public policies and seeks to block the expansion of racial preferences and to prevent their use in employment, education, and voting.

Legal Aid Justice Center

1000 Preston Ave Ste A
Charlottesville, VA 22903
434-977-0553

<http://www.justice4all.org>

Description: The Legal Aid Justice Center is a nationally recognized, nonprofit civil legal assistance program with offices in Charlottesville, Falls Church (Metro D.C.), Petersburg and Richmond.

National Right to Work Legal Defense Foundation

8001 Braddock Road
Springfield, VA 22160
(703) 321-8510

<http://www.nrtw.org>

Description: A nonprofit organization providing free legal aid to thousands of employees nationwide whose human and civil rights have been violated by compulsory unionism abuses.

Unemployment Law Project

1904 Third Ave., Ste. 604
Seattle, WA 98101
(206) 441-9178

<http://www.unemploymentlawproject.org>

Description: Provides direct representation, counseling, and advocacy for workers whose unemployment compensation claims have been denied or are being challenged.

Legal Action of Wisconsin - Migrant Project

Director

31 S Mills St
Madison, WI 53715
608-256-3304

<http://www.badgerlaw.net>

Description: Represents migrant farm workers throughout Wisconsin, focusing on employment-related problems and public benefit issues.

PRIVATE PUBLIC INTEREST FIRM

Whatley Drake & Kallas, LLC

2001 Park Place, N. Ste. 1000
Birmingham, AL 35203
(205) 328-9576

<http://www.wdklaw.com/>

Description: Practice areas are: health care, securities fraud; shareholders derivative actions, antitrust; trade regulation, consumer fraud; insurance, lending abuses, labor; employment, other class actions; complex litigation, mass torts, and white collar crime.

Adams Broadwell Joseph and Cardozo

651 Gateway Blvd, Ste 900
San Francisco, CA 94080
650-589-1660

<http://adamsbroadwell.com/>

Description: A small, innovative firm specializing in environmental, land use, public agency and energy law. Represents labor unions, trade associations, government agencies, and public interest groups.

Altshuler Berzon LLP

177 Post St
Ste 300
San Francisco, CA 94108
415-421-7151

<http://www.altshulerberzon.com/>

Description: specializes in labor and employment, environmental, constitutional, campaign and election, and civil rights law. Although most of its cases are in federal and state courts in California, its attorneys appear regularly in courts throughout the country and before the National Labor Relations Board.

Beeson, Tayer, and Bodine

1404 Franklin St 5th Fl
Oakland, CA 94612
916-325-2100

<http://www.beesontayer.com/>

Description: Represents public and private sector Unions, teachers, employee benefit plans, and individual employees in California. Has offices in Oakland and Sacramento. Involved in all aspects of labor law, including unions, employment law, employee benefits and trust funds, mediation and bankruptcy law.

Bush, Quinonez, Gottlieb, Singer, Lopez, Kohanski, Adelstein and Dickinson

3500 W Olive Ave Ste 1100
Burbank, CA 91505
818-973-3253

<http://www.bushquinonez.com/>

Description: Specializes in employment/labor law.

Davis, Cowell and Bowe

595 Market St Ste 1400
San Francisco, CA 94105
415-597-7200

<http://www.dclblabor.com/>

Description: Represents unions and workers with an emphasis on organizing. Work for unions includes First Amendment, corporations and securities, consumer, environmental, election, immigration, antitrust and other areas of the law.

Gilbert and Sackman

6100 Wilshire Blvd
Ste 700
Los Angeles, CA 90048-5117
323-938-3000

<http://www.gslaw.org/>

Description: A small law firm that represents labor unions and employee benefit plans.

Justice First, LLP

2831 Telegraph Ave
Oakland, CA 94609
510-628-0695

<http://www.justicefirstllp.com/>

Description: Current areas of focus include employment discrimination, police misconduct, criminal appeals for poor people, hate crimes, and human trafficking.

Kerr and Wagstaffe LLP

100 Spear St Ste 1800
San Francisco, CA 94105
415-357-8903

<http://www.kerrwagstaffe.com/>

Description: Our growing plaintiffs-side work includes employment rights and consumer class actions, environmental cases, and constitutional litigation. Defense side work includes a substantial First Amendment practice defending media organizations.

Leonard Carder LLP

1330 Broadway Ste 1450
Oakland, CA 94612
510-272-0169

<http://www.leonardcarder.com/>

Description: Specializes in representing local and international labor unions and employee benefit plans, as well as representing employees in class actions, individual employee rights cases and law reform litigation.

Litt, Estuar & Kitson, LLP

1055 Wilshire Blvd., Ste. 1880
Los Angeles, CA 90017
213-386-3114

<http://www.littlaw.com/>

Description: Represents plaintiffs in complex civil rights, class action, and employment cases.

Minami Tamaki

360 Post St., 8th Fl.
San Francisco, CA 94108-4903
(415) 788-9000

<http://www.minamitamaki.com/>

Description: Specializes in family immigration, injury, criminal defense, employment, and consumer law.

Price and Associates

1611 Telegraph Avenue, Suite 1450
Oakland, CA 94612
510-452-0292

<http://www.pypesq.com/>

Description: The firm specializes in high profile and impact civil rights litigation with a particular focus in the areas of sexual harassment and racial discrimination.

Public Counsel Law Center

610 S Ardmore Ave
Los Angeles, CA 90005
213-385-2977x101

<http://www.publiccounsel.org/>

Description: The public interest law firm of the Los Angeles County and Beverly Hills Bar Associations that serves low-income individuals, families, children and the community service nonprofits that assist them.

Rothner, Segall & Greenstone

510 S. Marengo Ave.
Pasadena, CA 91101
626-796-7555

<http://www.rsglabor.com/>

Description: Represents public and private-sector labor unions and employees.

Siegel & Yee

499 14th St., Ste. 220
San Francisco, CA 94612
(510) 839-1200

<http://www.siegelyee.com/>

Description: Specializes in civil rights, employment.

The Sturdevant Law Firm

475 Sansome Street, Suite 1750
San Francisco, CA 94111
415-477-2410

<http://www.sturdevantlaw.com/>

Description: Represents plaintiffs in individual, class action and private attorney general cases. Specializes in consumer protection, unlawful and unfair business practices, predatory lending, false and misleading advertising, employment discrimination, disability discrimination, and wage and hour violations.

Traber & Voorhees

128 N. Fair Oaks Ave, 204
Pasadena, CA 91103
(626) 585-9611

<http://tvlegal.com/>

Description: Specializes in civil rights, employment, discrimination, wage and hour cases, and international human rights.

Carey Law Firm

2301 E Pikes Peak
Colorado Springs, CO 80909

<http://www.careylaw.com/>

Description: Specializes in employment, whistleblower, and consumer law.

Casper and De Toledo

1458 Bedford St
Stamford, CT 06905
203-325-8600

<http://www.casperdetoledo.com/>

Description: Specializes in employment, injury, medical malpractice, and whistleblowers.

Bredhoff & Kaiser

805 15th St NW
Ste 1000
Washington, DC 20005
202-842-2600

<http://www.bredhoff.com/>

Description: Provides legal services to labor organizations, employee benefit funds, individual employees, and others not philosophically incompatible with our labor clients.

Heller, Huron, Chertkof, Lerner, Simon, and Salzman

1730 M St NW
Washington, DC 20036
202-293-8090

<http://www.eelawyers.com/default.php>

Description: Plaintiff's civil rights law firm, specializing in employment discrimination litigation.

Katz, Marshall, and Banks

1718 Connecticut Ave NW Fl 6
Washington, DC 20009
202-299-1140

<http://www.kmblegal.com/>

Description: Specializes in employment and whistleblowers.

Murphy Anderson

1701 K St., NW
Suite 210
Washington, DC 20006
202-223-2620

<http://www.murphypllc.com/>

Description: The firm combines traditional labor and employee-benefits practices with innovative labor strategies, First Amendment and qui tam practices. Attorneys

practice labor, employment, whistleblower and First Amendment law and have a strong commitment to free speech, community service and social justice.

Relman & Dane PLLC

1225 19th Street NW, Suite 600
Washington, DC 20036
(202) 728-1888

<http://www.relmanlaw.com/>

Description: Represents plaintiffs in discrimination cases, including issues of fair housing, fair lending, employment discrimination, public accommodations and police misconduct cases.

Grant and Eisenhofer

Chase Manhattan Centre
1201 N Market St Ste 2100
Wilmington, DE 19801
302-622-7000

<http://www.gelaw.com/>

Description: Specializes in labor litigation.

Gary, Williams, Parenti, Finney, Lewis, McManus, Watson and Sperando

WE Gary Professional Center
320 S Indian River Dr
Ft. Pierce, FL 34948
772-464-2352

<http://www.garylawsgroup.com/law/index.html>

Description: Specializes in medical malpractice and employment.

Kurzban, Kurzban, Weinger & Tetzeli

2650 SW 27th Ave 2nd Fl
Miami, FL 33133-3003
305-444-0060

<http://www.kkwlaw.com/>

Description: Focuses on human rights, immigration law, international law, employment discrimination, health law, medical malpractice, products liability, commercial litigation and admiralty. Has

represented or served as local counsel for the governments of Haiti, Cuba, and Nicaragua. One of the firm's partners is the author of the best selling treatise on immigration law in the United States and has argued more immigration cases in the Supreme Court than any attorney in private practice.

Bondurant, Mixson, and Elmore

1201 W Peachtree St NW Ste 3900
Atlanta, GA 30309
404-881-4100

<http://www.bmelaw.com/>

Description: Specializes in employment, environment, and civil rights.

Abrahamson, Vorachek and Levinson

120 N. La Salle St., Ste. 1050
Chicago, IL 60602
312-263-2698

<http://www.lawyers.com/Illinois/Chicago/Abrahamson-Vorachek-and-Levinson-918453-f.html>

Description: Claims for sex, age, race and disability discrimination; ERISA claims; wage and hour class actions; suits for commissions; employment agreements; whistleblower claims.

Allison, Slutsky & Kennedy

208 S. LaSalle St., Ste. 1880
Chicago, IL 60604
(312) 364-9400

<http://www.ask-attorneys.com/index.htm>

Description: Practices in the areas of union-side labor law; pension and employee benefits law; individual employment law; the representation of voluntary associations and nonprofit organizations; the representation of small businesses; and general civil trial and appellate litigation, administrative law, and alternative dispute resolution.

Arnold and Kadjan Lawyers

19 W Jackson Blvd
Ste 300
Chicago, IL 60604
312-236-0415

<http://antonino-dimare-law.com/>

Description: Specializes in employment.

Despres Schwartz and Geoghegan Ltd

77 West Washington Street
Chicago, IL 60602
312-372-2511

<http://www.dsgchicago.com/>

Description: Four-lawyer union-side firm with a strong public interest practice.

Meites, Mulder, Mollica & Glink

20 S. Clark St., Ste. 1500
Chicago, IL 60603
(312) 263-0272

<http://www.mmmglaw.com/>

Description: Specializes in civil rights, employment, criminal, and intellectual property.

Stowell & Friedman

321 S. Plymouth Ct., Ste. 556
Chicago, IL 60604
(312) 431-0888

<http://stowellfriedman.com/>

Description: Specializes in employment and labor.

Priddy Cutler Miller & Meade

800 Republic Building
429 W. Muhammad Ali Blvd.
Louisville, KY 40202
(502) 587-8600

<http://www.pcmmlaw.com/>

Description: Dedicated to the representation of organized labor, its leadership and members, with nine attorneys working in labor, employment and accidental injury law. Seeks just compensation for individuals who have been injured by work related accidents, automobile crashes, medical

negligence or other accidental injury, including traumatic brain injuries.

Antonino and DiMare

PO Box 3333
Amherst, MA 01004-3333
413-549-5330

<http://antonino-dimare-law.com/>

Description: Specializes in civil rights, constitutional, consumer, education, employment, environmental, family, and labor.

Davis and Davis, P.C.

77 Franklin St., Fl. 3
Boston, MA 02210
617-338-5770

<http://www.davisanddavispc.com/>

Description: Employment and family law firm.

Goldstein and Feur

678 Massachusetts Ave Ste 702
Boston, MA
617-492-8473

<http://www.goldsteinandfeuer.com/>

Description: Specializes in consumer, employment, and family.

Kaplan, O'Sullivan, Friedman

10 Winthrop Sq 3rd Fl
Boston, MA 02110

<http://www.kof-law.com/>

Description: Law firm devoted to the practice of immigration and nationality law. Represents individuals and employers in obtaining appropriate visas for employment and residence in the U.S.

Lichten & Liss-Riordan, PC

100 Cambridge St 20th Fl
Boston, MA 02114
617-994-5800

<http://www.llrlaw.com/>

Description: Plaintiffs-side employment and union-side labor law firm, whose attorneys represent employees and unions in wage and

hour, discrimination, and other employment-related litigation.

Rodgers, Powers & Schwartz LLP

18 Tremont Street
Boston, MA 02108
617-742-7010

<http://www.theemploymentlawyers.com/>

Description: Plaintiffs' employment law firm

Zalkind, Rodriguez, Lunt & Duncan

65A Atlantic Avenue
Boston, MA 02110
(617) 742-6020

<http://www.zrld.com/>

Description: Specializes in criminal defense and civil litigation including personal injury, domestic and employment cases. Practice includes both trial and appellate cases.

Brown, Goldstein, and Levy, LLP

120 E Baltimore St Ste 1700
Baltimore, MD 21201
410-962-1030

<http://www.browngold.com/>

Description: Major areas of practice include plaintiffs' cases under the Fair Housing Act and Americans With Disabilities Act. Represents tort victims including victims of defective products and negligent landlords. Litigates a variety of cases throughout the U.S. that have national impact on the blind community.

Kahn, Smith, and Collins, P.A.

201 North Charles St 10th Fl
Baltimore, MD 21201
410-244-1010

<http://www.kahnsmith.com/>

Description: Concentrates on medical litigation and the representation of labor unions and their members. Trial lawyers represent individuals who have sustained serious personal injuries as

the result of medical malpractice, accidents, defective medical products and work-place injuries.

Herzog Crebs

515 N 6th St 24th Fl
St. Louis, MO 63101
314-231-6700

<http://www.herzogcrebs.com/>

Description: Specializes in employment, environmental, and healthcare.

Ferguson, Stein, Chambers, Gresham, and Sumter

741 Kenilworth Ave Ste 300 PO Box 36486

Charlotte, NC 28204

704-375-8461

<http://www.fergusonstein.com/>

Description: Specializes in employment discrimination, voting rights, school desegregation, education, capital defense, major felony defense, police misconduct and general civil rights litigation.

Dwyer and Dunnigan

17 Academy St., Suite 1010
Newark, NJ 07102
973-242-3636

<http://www.thedwyerlawfirm.com/>

Description: A small civil rights law firm specializing in employment and representing employees in cases involving discrimination, harassment and retaliation.

Jon L. Gelman, Attorney at Law

1450 Valley Rd 1st Fl PO Box 934
Wayne, NJ 07470-0934
973-723-2084

<http://johngelman.com/>

Description: A specialty law office concentrating in the litigation of serious work-related injuries of clients from around the United States.

Beranbaum Menken LLP

80 Pine St 32nd Fl
New York, NY 10005
212-509-1616

<http://www.nyemployeelaw.com/>

Description: Plaintiff-side boutique firm specializing in employment, housing, and civil rights law. Represents the employee, tenant, and related parties in these matters.

Bernstein Litowitz Berger and Grossman, LLP

1285 Ave of the Americas, 38th Fl
New York, NY 10019
212-554-1400

<http://www.blbglaw.com/index>

Description: prosecutes class and private actions nationwide on behalf of individual and institutional clients.

Cary Kane LLP

1350 Broadway Ste 815
New York, NY 10018
212-868-6300

<http://www.carykanelaw.com/>

Description: ULabor (union-side), employment (plaintiff's side) and employee benefits firm located in Manhattan.

Gorlick, Kravitz, and Listhaus

17 State St 4th Fl
New York, NY 10004
212-269-2500

<http://www.gkllaw.com/>

Description: Specializes in labor and employment, ERISA, contracts and discrimination, family, immigration, and tenants' rights.

Koehler and Issacs

61 Broadway Fl 25
New York, NY 10006
917-551-1300

<http://www.koehler-isaacs.com/>

Description: Specializes in labor, criminal defense, employee discrimination, civil rights, real estate, tenants' rights, consumer, and immigration.

Labaton Sucharow LLP

100 Park Ave
New York, NY 10017
212-907-0700

<http://www.labaton.com/>

Description: Specializes in civil rights, consumer, criminal, employment, and health care law.

Outten & Golden

3 Park Ave., 29th Fl.
New York, NY 10016
212-245-1000

<http://www.outtengolden.com/>

Description: Represents individuals in all employment law matters, including discrimination, harassment, minimum wage, overtime, contract disputes and negotiations, retaliation, whistleblowing and family and medical leave. Litigates individual and class actions in federal and state court.

Spivak Lipton

1700 Broadway, Ste. 21
New York, NY 10023
212-765-2100

<http://www.spivaklipton.com/index.html>

Description: Specializes in union and union-affiliated employee benefit plan issues.

Tuckner, Sipser, Weinstock & Sipser

120 Broadway
New York, NY 10271
(212) 766-9100

<http://www.womensrightsny.com/>

Description: Employee rights, women's rights and labor law.

Vladeck, Waldman, Elias & Engelhard

1501 Broadway, Ste. 800
New York, NY 10036
(212) 403-7300

<http://www.vladeck.com/>

Description: Concentrates primarily in representing employees, individually and on a class-wide basis, in a wide range of employment law cases, including discrimination, breach of contract, ERISA, defamation, and constitutional law matters.

Barkan Neff Handelman Meizlish, LLP

360 S Grant Ave
Columbus, OH 43215
800-274-5297

<http://www.bnhmlaw.com/default.aspx>

Description: Represents employees, labor organizations, the injured and the disabled.

Waite, Schneider, Bayless & Chelsey Co.

1513 4th & Vine Tower
Cincinnati, OH 45202
(513) 621-0267

<http://www.wsbcclaw.com/>

Description: Specializes in employment and environmental law.

Women and Children's Law Center, P.L.L.C.

1414 SW, 89th St., Ste. A
Oklahoma City, OK 73159
405-378-2000

<http://www.womenchildrenlaw.com/>

Description: Serves the legal needs of women and children. Practices criminal and family law. Also handles divorce and guardianship claims.

Langrock, Sperry and Wool

210 College St
PO Box 721
Burlington, VT 05402-0721
802-864-0217

<http://www.langrock.com/>

Description: Specializes in civil rights, criminal, education, employment, environment, and family.

Frank, Freed, Subit, and Thomas

705 Second Ave Ste 1200

Seattle, WA 98104

206-682-6711

<http://www.frankfreed.com/>

Description: Practices plaintiff employment and union side labor law.

Previant, Goldberg, Uelmen, Gratz, Miller & Brueggeman, S.C.

1555 N. RiverCenter Dr., Ste. 202

Milwaukee, WI 53212

414-271-4500

<http://www.previant.com/>

Description: Oldest and largest union firm in the Midwest.

INTERNATIONAL

Public Citizen – Global Trade Watch

Lori Wallach, Director

1600 20th St., NW

Washington, DC 20009

(202) 588-1000

<http://www.tradewatch.org>

Description: Fights for international trade and investment policies that promote government and corporate accountability, consumer health and safety, environmental protection and economic justice.

U.S. Department of Labor – Bureau of International Labor Affairs

Frances Perkins Bldg., Rm. C-4325,

200 Constitution Ave., NW

Washington, DC 20210

(202) 639-4770

<http://www.dol.gov/ilab/>

Description: Develops departmental policy and programs relating to international labor activities, and coordinates Departmental international activities involving other U.S. Government agencies,

intergovernmental organizations, and nongovernmental organizations.

Self Employed Women’s Association

Opp. Victoria Garden , Bhadra

Ahmedabad

India

91-79-5506444

<http://www.sewa.org>

Description: An organization of poor, self-employed women workers. Its main goals are to organize women workers to ensure that every family obtains full employment.

Open Democracy Advice Centre (ODAC)

6 Spin St, Idasa Building

Cape Town

South Africa

27-21-4613096

<http://www.opendemocracy.org.za/>

Description: ODAC's mission is to promote open and transparent democracy; foster a culture of corporate and government accountability; and assist people in South Africa to be able to realize their human rights.

International Labour Organization (ILO)

4 Route des Morillons, CH 1211

Geneva 22

Switzerland

41-22-799-6111

<http://www.ilo.org>

Description: A U.N. specialized agency which seeks the promotion of social justice and internationally recognized human and labor rights. The ILO helps to articulate minimum standards of labor rights through conventions and recommendations. Provides technical assistance on employment and labor issues and offers training and advisory services to employer and labor organizations.

National Association of Small Farmers (ANAP)

Calle 13, No. 206

Havana

Cuba

<http://www.campesinocubano.anap.cu/>

Description: In addition to lobbying assembly and other government offices to obtain policies that benefit their constituencies, ANAP provides numerous resources to its farmers, from social security and retirement funds to various forms of technological assistance and equipment.

National Labor Court of Israel

<http://www.ilo.org/public/english/dia/logue/ifpdial/info/national/is.htm>

Description: The main judicial body developing labour and social security law. International standards, especially ILO conventions adopted by Israel, but also EU standards, are used by the government and courts as guidelines, even though they are not binding.

Kituo cha Sheria

PO Box 7483-00300

Nairobi

Kenya

4254-020-3876290

<http://www.kituochasheria.or.ke>

Description: A non-governmental organization dedicated to the fight for the rights of the marginalized specifically in areas of housing, land, labor and governance through advocacy, networking, lobbying and legal aid.

International Labor Organization - New Delhi Branch

India Habitat Centre Core 4B 3rd Fl

Lodi Rd

New Delhi 110 003

India

91-11-2460-2101

<http://www.ilo.org/india>

Description: Promotes standards, principles and rights at work. Creates greater opportunities for women and men to secure decent employment. Enhances the coverage and effectiveness of social protection and strengthens tripartism and social dialogue.

Hotline for Migrant Worker

(HMW)

75 Nahalat Binyamin St

Tel Aviv 65154

Israel

972-3-560-2530

<http://www.hotline.org.il/english/index.htm>

Description: HMW is a non-partisan, not for profit organization, dedicated to (a) promoting the rights of undocumented migrant workers and refugees and (b) eliminating trafficking in persons in Israel.

Centro de Los Derechos del Migrante, Inc.

Calle Vctor Rosales #164

Col. Centro

Zacatecas Zac.

Mexico

<http://www.cdmigrante.org>

Description: The first transnational workers' rights law center based in Central Mexico.

CHAPTER 9 SELECTED FELLOWSHIPS

Listed below are a variety of traditional labor and employment fellowships as well as a number of public interest fellowships that you may not immediately recognize as opportunities for pursuing labor and employment law. However, due to the range of issues that come together within this field, including discrimination, disability rights, health law, elder law and immigration law, we hope this list will encourage you to explore creative options for working in labor and employment law. This is only a partial list, so be sure to also utilize the Harvard Law School Public Interest Job Search Database at <https://ldap.law.harvard.edu/>. Be advised that availability and application deadlines for these fellowships vary year to year, so check the listed websites for the most up-to-date information.

ACLU Racial Justice Fellowship

ACLU of North Carolina
Jennifer Rudinger, Executive Director
P.O. Box 28004
Raleigh, NC 27611
919-834-3466
aclunc@nc.rr.com

<http://www.acluofnorthcarolina.org/?q=job-opportunity-staff-attorney-racial-justice-project>

Description: Two-year fellowship to address the problem of racial profiling, immigrant rights. Fellow will employ strategies involving community outreach, public education, litigation, general advocacy. Requires JD with 1-2 years relevant legal experience, willingness to travel, commitment to organizing, experience in coalition building. Spanish proficiency strongly preferred. Rolling application.

AFL-CIO Fellowship Program

AFL-CIO
Office of the General Counsel
815 16th St., NW
Washington, DC 20006
(202) 637-5053
Fax: (202) 637-5323

<https://afl.salsalabs.com/o/4054/images/Fellowship%20Notice%202012.pdf>

Description: The Fellow will work with lawyers in the AFL-CIO Legal Department and other union lawyers around the country, assisting in the drafting of briefs and participating in litigation strategy planning. Recent law graduates, judicial clerks, and 3Ls are welcome to apply. Mail cover letter, resume, transcript, short writing sample, letter of reference and two additional references to address above. No telephone calls.

Albert M. Sacks Clinical Law Fellowship

Clinical and Pro Bono Programs,
Harvard Law School
Lisa Dealy, Assistant Dean, Clinical and Pro Bono Program
102 Austin Hall, Harvard Law School
Cambridge, MA 2138
617-495-5202
Fax: 617-496-2636
clinical@law.harvard.edu

<http://www.law.harvard.edu/academics/clinical/students/fellowships.htm>

1

Description: A two-year appointment that rotates to a different clinic every two years. Check website for biannual offering and application details. Rolling application through February.

American Scandinavian Foundation Fellowship

ASF
Valerie Hymas, Director,
Fellowships and Grants
58 Park Ave.
New York, NY 10016
(212) 879-9779
grants@amscan.org
<http://www.amscan.org/ApplicationInstructionsforScholarlyResearchStudy.html>

Description: ASF promotes international exchange with Denmark, Finland, Iceland, Norway and Sweden by research or study in one or more Scandinavian countries. Awards in all fields. Some language ability of host country desired. Approx. 25 fellows. November 1 application deadline.

Ashoka Innovators for the Public Fellowship

Ashoka
Fellowship Support Services

1700 North Moore Street
Ste 2000 20th Floor
Arlington, VA 22209
703-527-8300 ext. 258
info@ashoka.org

<http://www.ashoka.org/fellows>

Description: Ashoka serves as a venture-capital firm supporting social entrepreneurs. Funding for community-based, sustainable projects. For individuals working in 60 different countries. Approx. 150 fellows per year. Rolling application.

Berkeley Law Foundation (BLF) Public Interest Law Grants

University of California
Berkeley Law Foundation
Arthur Lio and Blake Thompson
385 Simon Hall
Boalt Hall School of Law
Berkeley, CA 94720
blfgrants@gmail.com

<http://www.berkeleylawfoundation.org/>

Description: Funds new lawyers and innovative public interest law projects that serve disadvantaged people. Recognizing that the responsibility to challenge systemic inequality applies equally to the structure of our organization, BLF incorporates diversity as a core value. Prefers funding projects that will be affiliated with an established organization. 1-2 Fellows per year. Mid-January application deadline.

Borchard Foundation Center on Law and Aging Fellowship

The Borchard Foundation Center on Law and Aging
Mary Jane Ciccarello, Assistant Director
335 4th Avenue
Salt Lake City, UT 84103
801-532-3626
Fax: (801) 328-8601
mjc@borchardcenter.org

<http://borchardcla.org/fellowship-program>

Description: Fellowship affords one year for two law school graduates interested in, and perhaps already in the early stages of pursuing, an academic and/or professional career in law and aging, the opportunity to pursue their research and professional interests. A legal services or other nonprofit organization must supervise the project. Fellows must provide some pro bono direct legal services to older persons. April 15 application deadline.

California Executive Fellowship Program

Center for California Studies,
Sacramento State
Kolleen Ostgaard, Program Director
6000 J St.
Sacramento, CA
(916) 278-6906
Fax: (916) 278-5199
calstudies@csus.edu

http://www.csus.edu/calst/executive_fellowship_program.html

Description: Executive Fellows function as full-time professional staff at various levels of California's executive branch. Fellows gain valuable insights and experiences in the realm of public policy and politics. Executive Fellows are placed in the executive branch based on interest, including offices of the governor, constitutional officers, cabinet secretaries, commissions and departments. Also students will participate in a graduate seminar conducted by Sacramento State. 12 units of graduate school credit provided. Approx. 18 fellows for 10 month terms. Application deadline is mid-February.

**Clifton W. Everett, Sr.
Community Lawyer Fellowships**
Legal Aid of North Carolina, Inc.

Celia Pistolis, Assistant Director
P.O. Box 26087
Raleigh, NC 27611
(919) 856-2133

Fax: (919) 856-2120

celiap@legalaidnc.org

http://www.legalaidnc.org/Public/Participate/Jobs/Job_Announcements/424_EverettFellowships-2012-13_RichmondCounty_July_25_2011.aspx

Description: Fellows will handle cases in Richmond County involving housing, employment, consumer, domestic and public benefit issues. Two Fellows are selected based on their legal abilities, a demonstrated commitment to community service and ability to relate well to low-income people in a rural setting. Fluency in Spanish is a plus. Rolling, applications accepted until late October.

Coro Fellows Program in Public Affairs

Coro New York Leadership Center
42 Broadway, Fl. 18, Ste. 1827-35
New York, NY 10004
(212) 248-2935
Fax: (212) 248-2970

etarica@coronewyork.org

http://www.coro.org/site/c.nvI2IeNzJyE/b.6350947/k.34E3/Fellows_Program_in_Public_Affairs.htm

Description: Program is a nine-month, full-time, graduate-level leadership training program which prepares participants for ethical and effective leadership in the public affairs arena. The program combines experiential learning with close interaction with key decision-makers in the civic community and development in analytical, group governance, and communication skills. The Fellows Program is offered in Los Angeles, New York, Pittsburgh, San Francisco, and St. Louis. Fellows come from all

academic disciplines and careers and racial, ethnic, and socio-economic backgrounds. 12 Fellows in NY; 68 nationally. Late January application deadline.

Deutscher Akademischer Austauschdienst (DAAD) Fellowships

DAAD
Myoung-Shin Kim, Program Officer
871 U.N. Plaza
New York, NY 10017
(212) 758-3223 ext. 210
Fax: (212) 755-5780
kim@daad.org
www.daad.org
Description: Up to 20 fellowships per year available for students to learn the structure and function of German law during programs in Germany. Excellent command of German required. See website for individual fellowship qualifications. Check internal campus deadlines, term of fellowships is October – July.

Disability Rights Advocates Fellowship

Disability Rights Advocates
Laurie Ferreira
2001 Center St., 4th Floor
Berkeley, CA 94704
(510) 665-8644
Fax: (510) 665-8511
jobs@dralegal.org
http://www.dralegal.org/jobs/DRA_fellowships.php
Description: Provides opportunity for Fellow to participate in every aspect of litigation process and receive significant mentoring during 2-year term. DRA's work includes high impact class actions to enforce rights for people with disabilities in access to technology, education, employment, transportation and health care. Accepting applications on a rolling basis.

Echoing Green Fellowships

Echoing Green
Deva Jones, Recruitment Associate
494 8th Ave., 2nd Floor
New York, NY 10001
(212) 689-1165
Fax: (212) 689-9010
apply@echoinggreen.org
www.echoinggreen.org
Description: Seed money and technical support to social entrepreneurs starting innovative organizations and projects in a wide range of areas including international human rights, the environment, the arts, education, criminal justice and community development. Fellows must create new programs or new organizations that are community-based with sustainable goals. Applications accepted October/November.

Education and Employment Fellowship

National Women's Law Center
Human Resources Department
11 Dupont Circle, NW Ste. 800
Washington, DC 20036
(202) 588-5180
Fax: (202) 588-5185
humanresources@nwlc.org
<http://www.nwlc.org/jobs-pro-bono-opportunities-fellowships-and-internships>
Description: The fellow will focus on promoting opportunities for women and girls in school and at work. The issues may include improving graduation rates for girls; increasing gender equity in athletics, removing barriers for women in nontraditional education and job training; advocating for workplace fairness and equal pay; and fighting sexual harassment in school and at work. Responsibilities may include researching and analyzing policy and legal issues and drafting a variety of materials, such as memos, fact sheets, reports, comments on

regulations and legal briefs. Applications considered on a rolling basis.

EEOC Attorney Honors Program

U.S. Equal Employment Opportunity Commission
Amelia Demopulos, Supervisory Attorney
1801 L St., NW
Washington, DC 20507
(202) 663-4404
Fax: (202) 663-7022
amelia.demopulos@eeoc.gov
<http://www.eeoc.gov/eeoc/jobs/honorprogram.cfm>
Description: Hires recent law school graduates and judicial clerks for permanent positions with the EEOC. Successful applicants will have a demonstrated interest in public service and labor and employment law. Must be a U.S. citizen and third year law school student or a full-time graduate student expected to graduate in the spring/summer of year you would begin job. Graduate study must have immediately followed law school graduation with no significant post-J.D. employment and must be full time for the duration of study; OR, will be a judicial law clerk prior to application deadline and will complete clerkship the summer before you would begin job.

Equal Justice Works AmeriCorps Legal Fellowships

Equal Justice Works and AmeriCorps
Eric Harsch, Program Assistant
AmeriCorps
2120 L St., NW
Washington, DC 0
(202) 466-3686, ext. 140
Fax: (202) 429-9766
eharsch@equaljusticeworks.org
www.equaljusticeworks.org/programs/ameri-corps/general

Description: Equal Justice Works AmeriCorps Fellows collaborate with community legal aid providers, law students, and law schools to develop quality pro bono opportunities that expand legal resources in low-income and underserved communities. Some Fellows work to instill a public service ethic at law schools by raising awareness about issues faced by disadvantaged clients, engaging law schools and students in activities that expand the availability of legal aid to low-income and underserved communities, and developing sustainable public interest programming. Participants also provide direct legal assistance and/or develop substantive legal resources as part of their professional development and training through the program. Approx. 65 fellows for 1 year terms. Must apply directly to Equal Justice Works AmeriCorps Legal Fellow host organizations.

Fellowship on Women and Public Policy

Center for Women in Government and Civil Society
University at Albany, State University of New York
Dina Refki, Executive Director
University of Albany, SUNY, 135 Western Ave., DR302
Albany, NY 12222
(518) 442-5127
Fax: (518) 442-3877
drefki@albany.edu
<http://www.albany.edu/womeningov/programs/fwpp.shtml>
Description: Intensive leadership development program designed to promote equity and excellence in public service. The Fellowship provides policy field experience and academic coursework in public policy and advocacy, co-curricular activities such as workshops,

conferences, policy field trips, and community service opportunities to 12 Fellows. Fellowship available to students from a New York State accredited college or university graduate program. Program is located in Albany, NY. September 1 application deadline.

Find Justice Fellowship

Mehri & Skalet, PLLC
1250 Connecticut Ave., NW, Ste. 300
Washington, DC 20036
202-822-5100
fellowship@findjustice.com
<http://www.findjustice.com/about-us/careers/find-justice-fellowship/>
Description: Offers a new attorney a two-year position with the firm. The firm's practice areas include civil rights, anti-discrimination law, consumer protection, fair housing and lending, antitrust, wage and hour, and the False Claims Act. Applications reviewed on a rolling basis.

Francis D. Murnaghan, Jr. Appellate Advocacy Fellowship

Public Justice Center
Mark Maneche
1 North Charles Street, Ste. 200
Baltimore, MD 21201
(410) 625-9409
mdmaneche@venable.com
<http://www.murnaghanfellowship.org/index.cfm>
Description: Provides an opportunity for a law graduate who has completed a judicial clerkship to practice civil rights and poverty law in Baltimore for 1 year. Application deadline is mid-October.

George N. Lindsay Fellowship

Lawyers' Committee for Civil Rights Under Law
Jennifer Coco
1401 New York Ave., NW, Ste. 400
Washington, DC 20005

202-662-8600
Fax: (202) 783-0857
fellowship@lawyerscommittee.org
<http://www.lawyerscommittee.org/about?id=0006>

Description: Provides the opportunity for 1 Fellow to gain legal experience in one or more of the following areas: voting rights, employment discrimination, fair housing, community and economic development, environmental justice, education opportunities, pro-affirmative action efforts, discrimination and the intersection of gender and race, and human rights law as well as other civil rights issues. The majority of all legal activities involve co-counseled litigation. Early July application deadline. Direct questions to Jennifer Coco at jcoco@lawyerscommittee.org.

Graduate Fellowship in Ethics

Edmond J. Safra Foundation
Center for Ethics, Harvard University
Erica Jaffe, Graduate Fellowships Coordinator
124 Mount Auburn Street, Suite 520N
Cambridge, MA 02138
(617) 496-0587
Fax: (617) 496-6104
erica_jaffe@hks.harvard.edu
<http://www.ethics.harvard.edu/fellowships/graduate-fellowships>
Description: Supports Harvard-enrolled graduate students engaged in research on topics in practical ethics, especially ethical issues in government, law, medicine, business, and education. Fellows participate in weekly Center seminar and focus on an approved course of study for 1 year term. Early November application deadline.

**Southern Poverty Law Center
Legal Fellowship
SPLC**

Human Resources
400 Washington Avenue
Montgomery, AL 36104
(334) 956-8200
Fax: (334) 956-8483
humanresources@splcenter.org
<http://www.splcenter.org/careers>
Description: SPLC offers 2 year fellowships to recent law graduates. The Center's current areas of legal advocacy include juvenile justice, immigrant justice, education reform, LGBTQ rights, and combating hate groups. Fellow will develop advocacy, education, and outreach campaigns, investigate and comment complaints of civil rights violations, and pursue litigation. December 1 application deadline.

**Initiative for Public Interest Law
at Yale Grants**

Yale University
Grant Selection Committee
P.O. Box 200100
New Haven, CT 06520
(203) 432-4877
initiativeforpublicinterest@gmail.com
<http://www.law.yale.edu/stuorgs/initiative.htm>

Description: Recipients design their own programs, which can either be completed in one year or will be sustainable through other sources of funding after one year. Projects should address issues or seek to aid groups that are receiving inadequate representation. Projects can involve, but are not limited to, litigation in the public interest, assisting/organizing people in the exercise of their legal rights and community education. Applications for Connecticut-based projects are especially encouraged. Applicants must be 3rd year law students or

recent law school graduates. Application deadline is late January.

Jerry Lane Fellowship

Mid-Minnesota Legal Assistance
Ann Cofell, Deputy Director
Western Minnesota Legal Services
415 SW Seventh St.
P.O. Box 1866
Willmar, MN 56201
(320) 253-0121
http://www.mylegalaid.org/work-here/lane_fellowship
Description: Fellows will serve 1-year terms providing direct services to low-income individuals, families, seniors, and persons with disabilities in Central Minnesota. Office location of fellow varies each year; check website for updates on location and application contact information.

**John J. Gibbons Fellowship in
Public Interest and Constitutional
Law**

Gibbons PC
Lawrence S. Lustberg, Director
1 Gateway Center
Newark, NJ 07102
(973) 596-4500
Fax: (973) 596-0545
llustberg@gibbonslaw.com
http://www.gibbonslaw.com/about/index.php?view_page=3

Description: The Fellow is a full-time associate at the firm for two years and works closely with John J. Gibbons and Lawrence S. Lustberg on major public interest and constitutional law projects and litigation. The Fellow assists with legal representation of clients in a wide variety of public interest issues. After completing the fellowship, the Fellow will be given the opportunity to remain at the firm with full seniority. Applicants will usually have completed a judicial clerkship or be actively working in

public interest law. Application deadline is February 24.

Litt Fellowship Program

Litt, Estuar & Kitson
1055 Wilshire Blvd., Suite 1880
Los Angeles, CA 90017
(213) 863-4527
Fax: (213) 380-4585
<http://www.littlaw.com/CM/Custom/LittFellowship.asp>

Description: The Litt Fellowship is devoted to civil rights litigation. The Litt firm protects the rights of workers, minorities, people with disabilities, women and the poor. Fellows will work closely with the partners to research and analyze significant legal issues relating to active cases and may have the opportunity to attend discovery hearings, court appearances, assist with pretrial preparation and observe portions of trial. Two Fellows will be selected for a 1 year term. Application deadline is February 1.

Luce Scholars Program

The Henry Luce Foundation
Ll Ling, Program Director
51 Madison Ave.
New York, NY 10010
(212) 489-7700
Fax: (212) 581-9541
ling@hluce.org
<http://www.hluce.org/lprogram.aspx>

Description: The Program is designed to provide an intensive experience in Asia, including language training, for young Americans who would not, during the normal course of their careers, expect to have such an exposure. The specifics of a Scholar's work in Asia will depend on the assignment negotiated with his or her host institution. 15-18 scholars selected per year. Institutional deadline is

November 1, but students submit applications internally in October.

Reagan-Fascell Democracy Fellows Program

The National Endowment for Democracy

Geoffrey King, Program Assistant,
Fellowship Programs

1025 F St., NW, Ste. 800

Washington, DC 20004

(202) 378-9700

Fax: (202) 378-9407

fellowships@ned.org

<http://www.ned.org/fellowships/reagan-fascell-democracy-fellows-program>

Description: Enables 16-18 democracy activists, scholars, and journalists from around the world to be in residence at the National Endowment for Democracy in Washington, D.C., to deepen their understanding of democracy and enhance their ability to promote democratic change. Offers a practitioner track (5 mo.) to improve strategies and techniques for building democracy abroad and a scholarly track (5-10 mo.) to conduct original research for publication. Projects may focus on the political, social, economic, legal, and cultural aspects of democratic development and include a wide range of methodologies. November 1 deadline.

Relman Civil Rights Fellowship

Relman, Dane & Colfax, PLLC

Taryn Scott, Office Manager

1225 19th St., NW, Ste. 600

Washington, DC 20036

(202) 728-1888

Fax: (202) 728-0848

careers@relmanlaw.com

<http://www.relmanlaw.com/hiring.php>

Description: Relman & Dane is a private public interest law firm specializing in civil rights issues.

Fellow works closely with the firm's attorneys on cases in civil rights law, including such areas as fair housing, fair lending, police accountability, public accommodations and employment discrimination. Fellows are involved in all aspects of litigation, from developing and investigating cases to interviewing clients, drafting pleadings and appearing in court. Mid-October application deadline.

Rockefeller Brothers Fund Fellowships in Nonprofit Law and National Center on Philanthropy Fellowship in Non Profit Law

National Center on Philanthropy and Law at New York University

Arden Levine, Program Coordinator

139 MacDougal Street, 1st Floor

New York, NY 10012

(212) 998-6168

Fax: (212) 995-3149

nclp.info@nyu.edu

http://www1.law.nyu.edu/nclp/resources/RBF_fellowship.html

Description: Permits the successful candidate to spend one year in residence at the Vera Institute of Justice in New York City, working closely with Vera's General Counsel and Special Counsel on legal issues faced by Vera. Early December deadline.

Rotary Foundation Ambassadorial Scholarships

Rotary Foundation of Rotary International

Renee Stephenson, Resource

Development Supervisor

One Rotary Ctr.

1560 Sherman Ave.

Evanston, IL 60201

(847) 866-3000

Fax: (847) 866-0934

scholarship.applications@rotary.org

<http://www.rotary.org/EN/STUDENT/TSANDYOUTH/EDUCATIONAL/PROGRAMS/AMBASSADORIAL>

[SCHOLARSHIPS/Pages/ridefault.aspx](#)

Description: Approx. 800 scholars per year study or research in more than 60 foreign countries where Rotary clubs are located. Scholars are encouraged to study in a field that addresses the humanitarian needs of the world community, such as health care, children at risk, concern for the aging, literacy and numeracy, population issues, urban concerns, disabled persons, international understanding and goodwill, poverty and hunger, PolioPlus, or environmental awareness. Must be proficient in the language of host country. Deadline varies by local club.

Roxana C. Arsht Fellowship

Delaware Community Foundation

Jessica Zeldin

301 North Market St.

Wilmington, DE 19801

(302) 656-4433

Fax: (302) 658-5212

jzeldin@rmgglaw.com

www.delcf.org/Apply_4_2.htm

Description: The Fellowship offers financial assistance for three years to recent law school graduates and attorneys newly admitted to the Bar of the Supreme Court of Delaware who pursue careers in the public interest and nonprofit sectors in Delaware. Must secure a position with a nonprofit organization in Delaware. Application deadline is May 1.

Ruth Chance Law Fellowship

Equal Rights Advocates

180 Howard St., Ste. 300

San Francisco, CA 94105

(415) 621-0672

Fax: (415) 621-6744

jobapplicants@equalrights.org

<http://www.equalrights.org/about/rchance.asp>

Description: The Ruth Chance Law Fellow serves for 1 year as a Staff Attorney and oversees the Advice and Counseling Program, assists other attorneys with litigation and special projects, and participates in public education efforts. Duties include assisting with ongoing litigation, drafting and responding to discovery requests, researching and drafting briefs and motions, presenting workshops, writing newsletter articles, overseeing an advice and counseling program and supervising legal interns. The practice focuses on gender and race discrimination in employment and education. Bilingual (English + Spanish, Cantonese or Vietnamese) preferred. Mid-October application deadline.

Service Employees International Union (SEIU) Law Fellowship

Service Employees International Union

Cheryl Alston, Assistant to the General Counsel
1800 Massachusetts Avenue, NW
Washington, DC 20036
(202) 730-7470
Fax: (202) 429-5565
cheryl.alston@seiu.org
<http://www.seiu.org/jobs/>

Description: Fellows support union efforts to organize new workers, improve working conditions, engage in political action and achieve social justice through litigation to enforce the rights of union members, work with matters before the National Labor Relations Board and other agencies, advise and assist staff organizers, engage in policy and legislative initiatives, attend conferences and participate in SEIU's political program. 1 year term. Application deadline is December 1.

Institute of Current World Affairs Fellowship Program

ICWA Crane-Rodgers Foundation
Steven Butler, Executive Director
4545 42nd St. NW, Ste. 311
Washington, DC 20016
202-364-4068
Fax: 202-364-0498
apply@icwa.org
<http://www.icwa.org/FellowshipProgram.htm>

Description: The Institute provides several fellowships in which the candidate selects issues and regions to be studied during a 2-year self-designed, independent study abroad. Fellowships do not fund support work toward academic degrees, research projects, or the writing of books. Candidates are required to speak the language of the country they want to conduct the fellowship in. Application deadline for June start is early February; deadline for December start is early August.

Shartsis Friese LLP Public Interest Fellowship

Paul Feasby, Chief Operating Officer
pfeasby@sflaw.com
1 Maritime Plaza, 18th Fl.
San Francisco, CA 94111
Phone: (415) 421-6500
Fax: (415) 421-2922
<http://www.sflaw.com/index.htm>

Description: The Fellowship was founded to help serve those members of the Bay Area community who cannot afford needed legal services. The Fellowship funds a staff attorney position at a local legal services organization each year for a three-year term. Past recipients include Centro Legal de la Raza, East Bay Community Law Center, and Bay Area Legal Aid. Check organization website for announcement of selected organization.

Simon Karas Fellowship

Ohio Attorney General, Appeals Section
30 East Broad Street, 17th Floor
Columbus, OH 43215
614-466-8980
karas.applications@ohioattorneygeneral.gov
<http://www.ohioattorneygeneral.gov/Legal>

Description: The Fellow works for a 1-year term with the Solicitor General, Deputy Solicitors, and other top lawyers on the State's major appellate cases. These cases often involve constitutional questions or hotly debated public policy concerns, and many make their way to the Supreme Court. Mid-October application deadline.

The Judge Samuel J. Ervin, III Fellowship

Legal Aid of North Carolina, Inc.
Ms. Pearl Younce, Legal Aid of North Carolina- Morganton Office
211 East Union Street
Morganton, NC 28655
(919) 856-2133
Fax: (919) 856-2120
pearly@legalaidnc.org
<http://www.legalaidnc.org/public/participate/Fellowships/JudgeErvinFellowship.aspx>

Description: A one year staff attorney position in the LANC-Morganton Office, which provides free legal assistance in northwest North Carolina. The Ervin Fellow is responsible for handling a general caseload in traditional areas of poverty law practice, involving housing, employment, consumer, public benefit, and elder law issues. Application deadline is late October.

Women's Law and Public Policy Fellowship (WLPPF)

Women's Law and Public Policy Fellowship Program, Georgetown University Law Center

Julia L. Ernst, Director of Women's
Law and Public Policy Fellowship
Program
600 New Jersey Ave., NW, Ste. 334
Washington, DC
(202) 662-9650
Fax: (202) 662-9539
wlppfp@law.georgetown.edu
<http://www.law.georgetown.edu/wlppfp/USProgram/index.html>

Description: The Fellowship enables law graduates with an interest in women's rights to work in Washington, D.C. for a year on legal and policy issues affecting women. Fellows work at nonprofit organizations, governmental agencies, congressional offices, and the Georgetown University Law Center Domestic Violence Clinic. Fellows are supervised by experienced attorneys and work exclusively on women's rights issues, including reproductive rights, economic stability, domestic violence, international human rights, and the rights of women with disabilities. November 1 application deadline.

CHAPTER 10

SELECTED WEBSITES

Below are some of the more useful sites on labor and employment law issues. The sites provide both information and links to other organizations of interest. Remember that many of the sites listed in the Selected Organizations section are also valuable resources on labor and employment law.

American Bar Association Section of Labor and Employment Law

http://www.americanbar.org/groups/labor_law.html

Offers background materials on labor and employment law, papers from previous annual section conferences and information on competitions for law students. Also links to latest legal news on labor and employment law issues.

AFL-CIO Law Student Union Summer

<http://www.aflcio.org/Get-Involved/Union-Summer-Law-Student-Union-Summer>

This program provides a paid summer internship for approximately 8 law students to work with local unions across the country on organizing campaigns. The deadline to apply is generally in October for 2Ls and January for 1Ls.

Employment Law Information Network

<http://www.elinfont.com/>

Provides news articles on labor and employment issues, maintains employment law blog, lists hot topics in the field at state and federal level and contains a discussion forum.

HG.org Guide to Labor and Employment Law

<http://www.hg.org/employ.html>

Describes statutes relevant to labor and employment law, links to department of labor by state and lists key organizations. Includes a special International section.

HLS Alumni Advising Network

<http://www.law.harvard.edu/alumni/networking/index.html>

Co-hosted by the Alumni Center, OPIA and OCS, is a database of HLS alumni who have volunteered to share information about specific careers, job search strategies, practice areas and other related topics with HLS students. The Alumni Advising Network is not a job bank, but rather a network of contacts in a variety of fields and geographic locations.

International Labour Organization Publications Page

<http://www.ilo.org/global/publications/lang--en/index.htm>

Provides PDFs of reports, meeting documents, working papers, magazines and journals on international labor issues.

LCC Minority Outreach Program

http://unionlawyers.aflcio.org/p/salsa/web/common/public/content?content_item_KEY=915

Lawyer's Coordinating Committee (LCC) of the AFL-CIO is a membership organization of lawyers (over 1900) who represent AFL-CIO either as in-house counsel or with a law firm. This program helps student of color find firms that seek to hire them by providing an online listing.

National Employment Lawyers Association (NELA)

<http://www.nela.org/NELA/index.cfm>

Allows non-members to view *amicus curiae* briefs filed by NELA, view advocacy work opposing forced arbitration and access NELA's monthly *On the Hill* report detailing the state of legislative advocacy.

NYU Center for Labor and Employment Law

<http://www.law.nyu.edu/centers/labor/index.htm>

Publishes biennial newsletter on labor and employment law and provides information on yearly 3-day conference.

Peggy Browning Fund: Educating Law Students on the Rights and Needs of Workers

<http://peggybrowningfund.org/>

Organizes annual National Law Students Workers' Rights Conference, links to informational sites and maintains a job posting page.

Attorney Associations and Bar Committees:

- The ABA Labor and Employment Law Section
http://www.americanbar.org/groups/labor_law.html
- The National Employment Law Association <http://www.nela.org/NELA/#>
- The Labor and Employee committees of city Bar Associations and the state and local chapters of NELA
- The Lawyer's Coordinating Committee of the AFL-CIO – there are approximately 1900 union-side labor lawyers who are part of the LCC; however there are about 3000 union-side lawyers who are not part of LCC <http://unionlawyers.aflcio.org/>
- The National Lawyer's Guild <http://www.nlg.org/>

Job postings:

- **LCC Hiring Hall:** the AFLCIO LCC (noted above) publishes monthly online job postings at http://unionlawyers.aflcio.org/p/salsa/web/common/public/content?content_item_KEY=864
- These postings are typically included in the OPIA jobs database. You can also post your resume in the LCC Resume Bank if an LCC attorney or affiliated professor sponsors you.
- **Union Job Clearinghouse Website:** Typically not legal jobs but will sometimes post attorney positions www.unionjobs.com
- **PSLAWnet** – This database, hosted by the National Association of Law Placement (NALP), is the leading database of public interest organizations and jobs. www.pslawnet.org

- **OPIA's Database** – Although smaller than PSLawnet, it is always critical to check our database as we often get word of jobs through our networks that may not be posted in PSLawnet or otherwise be easy to find. <https://ldap.law.harvard.edu/>
- **USA Jobs** – this is the centralized site for federal government jobs. www.usajobs.gov
- **Arizona Guide – the University of Arizona's Government Honors Program and Internship Handbook** is a valuable resource for summer and postgraduate positions primarily in the federal government but it also contains state and local government listings as well. It is updated throughout the year. OPIA subscribes to obtain access to the Guide and the password changes annually so check with OPIA staff. <http://www.law.arizona.edu/career/honorshandbook.cfm>
- **State and Local Resources** – NALP has collected links to state and local agencies' job sites: http://www.pslawnet.org/uploads/2011_12_FLEOG.pdf

Organizational listings:

- **OPIA's Private Public Interest and Plaintiff's Firm Guide** – This Guide, updated annually, has a directory of public interest firms, sorted by state, that includes labor law and employment law firms. <http://www.law.harvard.edu/current/careers/opia/toolkit/guides/documents/privatepiguide2010.pdf>
- **NALP Federal Legal Employment Opportunities Guide** – this publication contains information about federal agencies and what they do and some application tips. http://www.pslawnet.org/uploads/2011_12_FLEOG.pdf
- **State and Local Resources** – NALP has collected links to state and local agencies' job sites: http://www.pslawnet.org/uploads/2011_12_FLEOG.pdf

Specialized Fellowships:

- Skadden and Equal Justice Works – these two “portable” fellowships allow you to go work with a sponsoring organization on a project of your design. A number of HLS graduates have used these fellowships to do worker's rights including Aaron Halegua with the Legal Aid Society in New York.
- AFL-CIO Fellowship - the AFL-CIO typically offers a one-year fellowship beginning in September. “for recent law school graduates to work with experienced union-side lawyers on a wide variety of issues. Some of those issues include litigation, policy, regulatory and legislative matters, and assisting with organizing campaigns, corporate governance issues, and other AFL-CIO initiatives. <http://www.aflcio.org/About/Jobs-at-the-AFL-CIO>
- SEIU Fellowship – the SEIU Law Fellowship Program was established to expose recent law graduates to legal work within an international union and offers an excellent opportunity for new lawyers to work with experienced union-side lawyers on a variety of cutting-edge issues related to the advancement of workers' interests.
- Paul H. Tobias - This is a two-year fellowship sponsored by NELA to work at the Employee Rights Advocacy Institute For Law & Policy in San Francisco. http://www.employeeightsadvocacy.org/fmd/files/PHT%20Fellowship%20Job%20Description_final.pdf