



Staff Attorney Job Announcement for Working Washington and Fair Work Center

About the Role

Working Washington and Fair Work Center seek a Staff Attorney dedicated to advancing the rights of low-wage, immigrant, and contingent workers. The Staff Attorney will support our organization's efforts to ensure that workers know their rights under local, state, and federal law and that employers are held accountable to labor standards. They will use a variety of legal strategies to advance the rights of low-wage workers, including individual advice and representation, strategic litigation, research, and policy advocacy. We are looking for an attorney committed to using their legal training to build the power of Washington's working people. This position will report to the Legal Director and is currently funded for one year, with the possibility of extension.

About Working Washington and Fair Work Center

Fair Work Center and Working Washington joined forces in 2018. Together, we fight for new rights for working people and make those rights real through community-based education and legal services, all while building a powerful movement of working people. We are the national leader in organizing delivery workers in the gig economy, most recently leading to the passage of first-in-the-nation paid sick leave and hazard pay laws in Seattle. We led the effort to expand overtime protections for Washington's salaried workers, and in 2019 passed safety and health protections for strippers. We've trained hundreds of farmworkers in Eastern Washington about their rights at work, and we continue to organize domestic workers to enforce Seattle's groundbreaking Bill of Rights.

Our Legal Clinic works to ensure that workers know their rights under city, state, and federal law and that employers are held accountable to labor standards. We provide free individual consultations, pro se assistance, representation in administrative enforcement processes, and maintain an active litigation docket in state and federal court. Over the past five years we have served thousands of workers and have put over a million dollars back in workers' pockets. In addition to direct representation our attorneys provide policy analysis, research, and enforcement strategy support to our campaigns, working closely with our organizing and education teams. We envision a society in which all workers have access to safe, dignified, and well-paying jobs.

Position Responsibilities

- Conducting consultations with workers and advising them of their rights under local, state, and federal law;
- Representing clients in state and federal litigation, and before administrative agencies;
- Developing and providing self-help resources to assist workers navigating enforcement processes, including agencies and small claims court;

- Providing research and policy support to strategic enforcement campaigns and minimum standards legislation at the local, state, and national level;
- Collaborating with Fair Work Center and Working Washington staff to design and implement campaigns advancing the rights of workers in priority industries;
- Supporting training and education initiatives that build the capacity of worker leaders and partner organization staff to enforce existing workplace protections;
- Representing the organization in coalitions and in meetings with co-counsel, partner organizations, and employer and government representatives;
- Assisting in the supervision of interns and students enrolled in the Seattle University/University of Washington Workers' Rights Clinic.

Candidate Qualifications

- Licensed to practice law in Washington state, or intending to apply for admission as soon as possible;
- Demonstrated commitment to racial and economic justice, and to the mission of the Fair Work Center and Working Washington;
- Spanish language written and oral fluency;
- At least one year of experience in employment, labor, immigration, or consumer protection law (may be a combination of internships and full-time work, recent graduates will be considered);
- Excellent legal research, analysis, and writing skills;
- Ability to think strategically, explore creative solutions to problems, and communicate effectively with colleagues, partners, and policymakers;
- Ability to work collaboratively with community educators and organizers;
- Experience working with, or personal experience with, the obstacles and opportunities facing low-wage, immigrant, and contingent workers.

Salary Range: \$65,000 - \$75,000, commensurate with experience. This is an exempt position based either in our Yakima or Seattle office; work may be performed remotely as necessary due to COVID-19. Position comes with robust benefits, including health insurance, retirement with employer match, and commuter benefit.

How to Apply

Interested applicants should submit a cover letter, resume, and writing sample (not to exceed 10 pages) to Danielle Alvarado (dalvarado@fairworkcenter.org) with the applicant's last name and "Staff Attorney" in the subject line. In your cover letter, let us know why you're interested in this role and which skills you believe will make you successful in the role. Submissions will be accepted through September 18, 2020 and reviewed on a rolling basis.

Fair Work Center and Working Washington is an Equal Opportunity Employer. We bring an equity lens to hiring and strongly encourage people of color, immigrants, women and feminine-identified people, and lesbian, gay, bisexual, queer, trans, gender non-conforming people, and people with disabilities to apply. We seek candidates whose lived experiences reflect the lived experiences of the workers organizing with our campaigns. If you need disability, language or other accommodation in the application process, please contact Zhi Chen at zhi@fairworkcenter.org.