

FAIR WORK CENTER



Job Announcement for Working Washington and Fair Work Center Staff Attorney

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.

About Working Washington and the Fair Work Center

Working Washington and Fair Work Center joined forces in 2018—bringing together two organizations with a track record of significant victories for workers. Together, we fight for new rights and make those rights real through community-based education and legal services, all while building a powerful movement of working people. We have emerged as a national leader in organizing workers in several different industries. In 2019, we passed health and safety protections for strippers in Washington State. We are a national leader in organizing delivery workers in the gig economy, leading to Instacart, DoorDash, and Amazon changing their tipping policies. We led the campaign to expand Washington's overtime protections to be the best in the country and continue to organize domestic workers to enforce Seattle's Domestic Worker Ordinance – the first city-level bill of rights in the country.

We focus on industries with high rates of workplace violations, where people of color, immigrants and refugees, women, LGBTQ+ workers, and young workers are more likely to work. In order to reach these workers, we provide our services in multiple languages and partner closely with other grassroots community-based organizations who work with, and are often led by, members of these communities. Over the last several years, we have trained tens of thousands of workers on their rights at work. In 2019, the legal clinic conducted hundreds of consultations and recovered over \$1 million dollars for workers. Our goal is to build the power of workers across Washington State and serve as a national model for new forms of worker organizing. 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

Required:

- 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;
- At least two years of experience in employment, labor, immigration, or consumer protection law (may be a combination of internships and full-time work);
- 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;

Preferred:

- Experience working with, or personal experience with, the obstacles and opportunities facing low-wage, immigrant, and contingent workers;
- Ability to speak another language, particularly Spanish, Somali, or Amharic, is strongly preferred.

Salary Range: \$65,000 - \$75,000, commensurate with experience. This is an exempt position based in our Seattle office. This 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 5 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, what skills you have that you believe will make you successful in this role, and how those skills have shown up in your work in the past. Please feel free to share any experience you have with low-wage work. Submissions will be accepted through March 16, 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 lesbian, gay, bisexual, queer, trans, and gender non-conforming people 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