BET TZEDEK
JUSTICE FOR ALL

EMPLOYMENT RIGHTS PROJECT - STAFF ATTORNEY

CLASSIFICATION: Attorney II (Union- exempt)	**SALARY: $70,000 + DOE**
DEPARTMENT: Legal	
REPORTS TO: Directing Attorney	**APPLICATION DEADLINE:** Until filled

For 45 years Bet Tzedek has set the standard for innovation and excellence in poverty law. In that tradition Bet Tzedek established the Employment Rights Project ("ERP") in 1999. ERP seeks to enforce minimum labor standards in the workplace by assisting low-wage workers through a combination of individual representation before the Labor Commissioner, litigation in state and federal court, legislative advocacy, and community education.

Our cases involve non-payment of minimum wage and other wage-and-hour violations; workplace discrimination and harassment; illegal retaliation in the workplace; and human trafficking for forced labor. ERP clients are employed in a wide variety of industries, including the restaurant, manufacturing, carwash, garment, janitorial, and construction industries, as well as domestic workers and caregivers. All ERP clients are low-income. Many ERP clients are immigrant workers who do not speak English or who face other barriers to justice. Bet Tzedek now seeks to add a staff attorney to ERP in order to provide legal services, education, and leadership.

<u>ESSENTIAL DUTIES</u>
- Represent individuals and client groups before the Labor Commissioner and in state and federal courts in cases involving wage theft;
- Work closely with worker centers and other community partners in developing cases to be taken to California's Division of Labor Standards Enforcement's Bureau of Field Enforcement (BOFE);
- Work closely with BOFE investigators on matters they are investigating;
- Work closely with Bet Tzedek's Director of Pro Bono Programs to place matters with pro bono attorneys, and train and mentor pro bono attorneys and law students;
- Develop, conduct, and co-counsel strategic litigation to secure compliance with California and Los Angeles minimum wage and overtime laws;
- Work with community organizers and other community partners to provide legal support to workplace organizing efforts in low-income workplaces with minimum wage and/or overtime violations;
- In collaboration with community partners, conduct legislative advocacy on important state, county, and city workplace issues impacting our clients, and conduct administrative advocacy in the pertinent local and/or state agencies;
- Supervise monthly intake clinics; and
- Conduct outreach, including: volunteer recruitment at local law schools, know your rights trainings in low-income and immigrant communities, and program outreach to the legal community, community-based organizations, and elected officials.

QUALIFICATIONS
- Demonstrated commitment to Bet Tzedek's mission to provide free legal services to those who need them most (required);
- Demonstrated commitment to diversity, equity, and inclusion (required);
- Active member of the California State Bar in good standing, or licensed in another state and eligible to practice under Rule 9.45 of the California Rules of Court (Registered Legal Services Attorneys) (required);
- Working proficiency in Spanish (preferred);
- Minimum 3 years practice experience in civil litigation, with demonstrated experience in wage and hour and/or other employment matters affecting low-income workers or class action litigation (highly desired); and
- Ability to train and work with volunteer attorneys and students (required).

HOW TO APPLY
Email letter of interest and resume to resume@bettzedek.org. (Subject: "ERP")

Note: This position is part of a special program created using designated funds; there is no assurance of ongoing funding or employment beyond the period for which the funds are obtained.

To best serve our communities Bet Tzedek seeks a diverse staff with cultural competency reflecting our client populations. We strongly encourage candidates from traditionally underrepresented communities and historically oppressed groups to apply.