

STAFF ATTORNEY - EMPLOYMENT RIGHTS PROJECT

CLASSIFICATION: Attorney I (Union)	SALARY: \$60,738.68+(DOE/DOQ)
DEPARTMENT: Legal	FLSA STATUS: Exempt
REPORTS TO: Directing Attorney	APPLICATION DEADLINE: Until filled

For nearly 50 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, the Employment Development Department (“EDD”), 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; illegal retaliation in the workplace; and human trafficking for forced labor.

Bet Tzedek seeks to add an attorney to support low-wage workers in accessing unemployment insurance, as workers continue to experience difficulties in accessing unemployment benefits following the pandemic’s historic rates of unemployment. The attorney in this role will assist with appeals from wrongful denials and incorrect benefits calculations, overpayments, and advocacy to EDD resulting from unanswered applications.

ESSENTIAL DUTIES

- Represent individuals and client groups before EDD;
- Work closely with worker centers and other community partners in developing cases to be taken to EDD;
- 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.
- In collaboration with community partners, conduct legislative advocacy on issues impacting workers’ access to unemployment insurance;
- Participate in intake clinics; and
- Work closely with Director of Pro Bono Programs to train, mentor, and place matters with pro bono attorneys.

QUALIFICATIONS

- 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);
- 1 to 3 years of practice experience in administrative advocacy or civil litigation (preferred);
- Experience in unemployment insurance benefits, wage and hour, and/or other employment matters affecting low-income immigrant workers (preferred);
- Experience with State Disability Insurance or public benefits (preferred);
- Bilingual and biliterate in both English and Spanish (preferred);
- Experience training and working with volunteer attorneys and students (preferred);
- Demonstrated patience, compassion, respect and commitment to serving low-income workers (required); and
- Demonstrated commitment to applying principles of diversity, equity, and inclusion in performance of job duties (required).

HOW TO APPLY

- Email **letter of interest and resume** to bettzedek.CD.034@applynow.io (Subject: “ERP”)

Note: All positions are subject to funding; ongoing funding or employment cannot be assured.

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.