



Worker Justice Center *of New York*

Mission: The Worker Justice Center of New York pursues justice for those denied human rights, with a focus on agricultural workers and other workers in low-wage industries, through legal representation, community empowerment and advocacy for institutional change.

Opportunity: WJCNJ is currently seeking to hire a full-time staff attorney to join its legal team. The staff attorney will develop and maintain an active litigation docket focused on impact-oriented labor and employment claims on behalf of low-wage workers before federal and state courts and administrative agencies. The staff attorney will also prepare employment-related immigration applications as needed, including deferred action for immigrant workers involved in enforcing their labor rights.

The WJCNJ legal team provides consultations to workers throughout New York State and represents workers in a range of employment matters, including wage and hour violations, discrimination, and labor trafficking. We also assist individuals with employment-related immigration matters related to trafficking or workplace violence. The legal team currently consists of a director, an Immigration staff attorney, three Labor & Employment staff attorneys, and two paralegals. We operate in close collaboration with the WJCNJ anti-trafficking, outreach and education, survivor services, and legislative advocacy teams. We are seeking a litigator who is committed to our mission and to using legal advocacy to effect meaningful change at both an individual and systemic level.

Job Title: Labor & Employment Staff Attorney

Supervisor: Legal Director

Working Hours: 35 hours per week

Location: Kingston, NY. For exceptional candidates, placement in the WJCNJ offices in Rochester, NY or Hawthorne, NY may be considered.

Compensation: Salary is based upon a union-negotiated scale, which begins at \$60,000 per year for attorneys and increases to \$88,500+ based on experience and qualifications. WJCNJ offers a generous comprehensive benefit package, including health and dental insurance, paid sick and vacation time, and 401(k) retirement plan. This is an exempt position.

Additional Benefits: Use of a company-owned vehicle is available for work-related travel, subject to scheduling and availability. Flexible scheduling is available to all WJCNJ employees.

Job Description:

- Engage in all duties related to the litigation of labor and employment law matters, specifically wage and hour, discrimination, labor trafficking, and agricultural and migrant worker claims, including complex class and collective actions.
- Review intakes on worker rights matters, make determinations on available remedies and address follow-up services, including but not limited to advice and counsel, brief services, and litigation.
- Staff attorneys may be asked to perform off-site intakes and work outside of regular business hours to accommodate clients' schedules.
- Develop effective impact strategies to address workplace exploitation, including impact litigation for broader law or policy change.
- Collaborate with other WJCNY staff in case development as well as in efforts to build knowledge about legal rights and empowerment among workers.
- Contemporaneously report on the delivery of all legal services, in alignment with grant specific requirements.
- Maintain contact and collaboration with relevant community organizations, government agencies, and bar associations that may be of assistance in serving clients or reaching organizational goals.
- Advise staff and community members on legal, policy, or legislative matters as needed. Qualifications:
- J.D. and admission to practice in New York, or ability to gain admission within a reasonable time frame.
- Relevant civil litigation experience (including experience gained through clinical programs or internships).
- Clear desire to engage in substantial litigation practice.
- Demonstrated commitment to workers' rights and immigrant rights.
- Strong legal writing, research, and verbal and written communication skills.
- Spanish fluency highly preferred.
- Experience with immigrant and/or low-wage workers and an ability to demonstrate sensitivity to the cultural and ethnic diversity of the organization's service population.
- A valid driver's license (car not required).

To apply: Please submit a cover letter, resume, and writing sample to Legal Director Maureen Hussain at mhussain@wjcny.org. Please include "Staff Attorney" in the subject line of your email.

WJCNY is an equal opportunity employer and encourages all applicants regardless of race, sex, disability, religion, national origin, sexual orientation, or gender identity. WJCNY is an affirmative action employer and encourages applicants from women, people of color, persons with disabilities, LGBTQIA+ individuals, and members of all faiths or belief systems.