

## **JOB ANNOUNCEMENT**

**Position:** Staff Attorney

**Reports to:** Directing Attorney

**Bargaining Unit:** Yes

**FLSA:** Exempt

**Type:** Full Time



### **Position Summary and Responsibilities**

Centro Legal's Workers' Rights Practice provides comprehensive legal services to low-wage workers facing wage theft, discrimination, retaliation, and other violations of workplace rights. Centro Legal also works closely with low-wage worker organizers and worker centers to offer legal services and legal rights education in support of collective efforts to improve working conditions. Centro Legal seeks a staff attorney or senior staff attorney to support Centro Legal's workers' rights practice in providing direct legal services to low-wage and immigrant workers.

Primary responsibilities will include:

- Directly representing low-wage workers in wage and hour, retaliation, and discrimination claims before state administrative agencies;
- Working together with Centro Legal's Litigation Director to advance affirmative litigation in state and federal court, including employment class actions, multi-plaintiff wage and hour cases, and discrimination lawsuits;
- Assisting workers at legal services clinics by providing advice and counsel and offering pro per support to help workers pursue remedies through state and federal agencies;
- Developing and strengthening relationships with worker centers and other community partners to provide legal education, outreach, and direct legal services;
- Supervising volunteer attorneys and law student interns in providing legal services;
- Supporting workers' rights policy advocacy and collaborating with key stakeholders on changes in law, policy and practice. This includes joining state and local efforts to improve legal protections and address systemic problems faced by low-wage workers (e.g. media events, amicus briefs, letters of support, in-person meetings with State legislators and local city councilmembers).

### **Qualifications**

First and foremost, the applicant must profoundly share Centro Legal's mission and vision of social justice.

Below are additional qualifications:

- JD, admitted and in good standing with the California Bar, preferred;
- Candidates awaiting bar results, or planning to take the California bar exam upon graduation will also be considered;
- Experience with employment law and labor laws, Berman hearings, plaintiff-side employment litigation (incl. discovery and depositions), mediation (incl. negotiating settlement agreements), or other similar relevant experience preferred;

- Fluency in Spanish required;
- Strong leadership, organizational, and self-management skills;
- Excellent writing, research, analytical, and verbal communication skills;
- Familiarity working with clients in crisis or who are trauma survivors;
- Demonstrated ability to work cooperatively on projects with lawyers, other staff members, and diverse community organizations;
- Knowledge and adherence to community and movement lawyering principles;
- Demonstrated commitment to civil liberties, workers' rights, and public interest law;
- Demonstrated commitment to diversity within the office and a personal approach that values all individuals and respects differences regarding race, ethnicity, age, gender identity and expression, sexual orientation, religion, ability, socio-economic circumstance, immigration status, and record of arrest or conviction.

### **Compensation**

This is a full time exempt position that is competitive and commensurate with experience ranging from \$75,321 - \$84,731. This is a full-time non- exempt position. For senior status, the salary could range from \$83,458 - \$89,731. For senior status, with a potential to obtain senior salary after a year with the organization, if qualifications are met, including years of experience.

### **Benefits and Perks:**

We offer a competitive and comprehensive benefits package to include: medical, dental, vision, long-term disability and life insurance.

- Medical coverage (Kaiser) will be provided at Centro Legal's expense covering 100%, and 50% for dependents, spouses, and partners. Our alternative health plans with United Health Care at an additional premium cost.
- Additional Benefits include: Health Care FSA, Dependent Care FSA, commuter benefits, pet insurance, and Employee Assistance Plan.
- PTO: Vacation: 0-1 year 16 days per year, 1-2 year 18 days per year, over 2 years 23 days per year, (1) paid wellness days per month, 12 sick days per year.
- Office Closure: 12 holidays + Winter break is 8 work days, to include the period from December 24th through January 1st

### **COVID 19 Policy**

Proof of completed Covid-19 vaccination to include both shots of a two-dose vaccination regimen, or one dose of a single-dose vaccine, will be required for all employees (except for reasonable accommodations due to medical and/or religious beliefs). All employees must provide HR with their vaccination QR Code by going to <https://myvaccinerecord.cdph.ca.gov/>.

### **To Apply**

Review of applications will begin immediately and continue until the position is filled. Applicants should apply without delay. To apply, please send a brief cover letter, resume, and list of three professional

references by email to [jobs@centrolegal.org](mailto:jobs@centrolegal.org), with the subject line, **“Workers’ Rights Staff Attorney”** in the subject line.

## **POSITION OPEN UNTIL FILLED**

### **About Centro Legal de la Raza**

Founded in 1969 and headquartered in Oakland, California, Centro Legal de la Raza (Centro Legal) is a comprehensive legal services and advocacy organization protecting and advancing the rights of immigrant, low-income, and Latino communities through bilingual representation, education, and advocacy. We combine quality legal services with know-your-rights education, affirmative litigation, and youth development, ensuring access to justice for thousands of individuals and families each year throughout Northern and Central California. For more information, please visit our website:

<https://centrolegal.org/>

### **Diversity Statement**

Centro Legal is an equal employment opportunity employer and shall not discriminate on the basis of race, color, religious creed, sex (including pregnancy), gender, national origin, ethnicity, ancestry, citizenship, age, medical condition including genetic characteristics, mental or physical disability, service in the uniformed services or veteran status, marital status, family responsibilities, caregiver status, sexual orientation, gender identity (including transgender status), gender expression, weight, height, linguistic characteristics (such as accent and limited English proficiency where not substantially job-related), citizenship status, status as a victim of domestic violence, sexual assault, or stalking, HIV/AIDS status, conviction/incarceration history (subject to any requirements, exceptions or limitations provided for in the Fair Chance Act or other applicable federal, state, and local law), political affiliation, Union activity, or any other basis prohibited by law. Centro Legal also prohibits discrimination based on a perception that an individual has any of the characteristics of the protected classes listed above, and further prohibits discrimination against an individual who is associated with a person who has, or is perceived to have, any of those characteristics.