

IMPOWER

Building legal power for immigrants.

Position Title: IMPOWER Labor-Based Deferred Action Staff Attorney

Classification: Full-Time, limited term position (one year)

Compensation: \$75,000 - \$81,000 /year (depending on experience), plus generous benefits

Staff Attorney

The National Immigration Project seeks a highly motivated Spanish-speaking Staff Attorney for a full-time, temporary position, for our new collaboration with IMPOWER, a group of labor unions dedicated to protecting immigrant workers' rights. Supervised by the Director of Legal Resources and Training, the Staff Attorney will represent workers associated with these unions' organizing campaigns who have suffered labor abuses at work and are eligible to apply for labor-based deferred action.

Without a guarantee of protection, workers without permanent immigration status may otherwise be reticent to speak up for their rights because of fear of immigration-based retaliation. Labor-based deferred action fills this vital gap by providing temporary immigration protections, including work authorization, for workers involved in workplace investigations or disputes. The Staff Attorney will work together with union organizers and staff to identify and support workers who would benefit from this program. In addition to carrying a caseload, the Staff Attorney will help to identify and flag trends and troubleshoot issues with labor-based deferred action applications and will represent NIPNLG and IMPOWER on deferred action meetings with coalition partners and the government.

We are especially looking for a movement-oriented candidate who is excited about working at the intersection of labor and immigration law and has experience representing immigrant workers in either a union or direct services context.

This position will be based in Washington, DC. While we anticipate that most client representation will happen remotely, the ideal candidate would be open to some travel in the event that meeting with larger groups becomes desirable.

This position currently has a duration of one year; however, there is a possibility of extension.

Organizational Background

The National Immigration Project is a national membership organization of attorneys, advocates, and community members driven by the belief that all people should be treated with dignity, live freely, and flourish. For over 50 years, the organization has litigated, educated, advocated, and built bridges across movements so that those who are most harmed by the immigration and criminal systems are uplifted and supported. The work of the organization has included a focus on workplace rights and the ability of laborers who are non-citizens to assert and protect their rights.

IMPOWER is a collaboration between several unions in the building trades that aims to guarantee the right of all workers, regardless of immigration status, to decent work without fear of retaliation. Recognizing that an injury to one is an injury to all, IMPOWER seeks to raise labor standards for all workers, immigrant and non-immigrant, by ensuring that immigrant workers feel empowered to report violations of labor and employment law, participate in processes before labor agencies, and organize and bargain collectively.

Responsibilities include

- Conducting legal intakes for workers referred for labor-based deferred action screenings
- Making Freedom of Information Act and other records requests
- Preparing applications for labor-based deferred action and employment authorization
- Coordinating with union organizers, lawyers, and staff with respect to labor agency Statements of Interest and organizing campaigns
- Providing group presentations and Know Your Rights trainings to groups of workers
- Tracking client cases and progress of applications and renewals using case management software
- Participating in meetings and serving as a liaison to NIPNLG partner organizations and other external stakeholders, including the government
- Assisting in training of Paralegal and maintaining communication with Paralegal

Qualifications Required

- JD degree and active membership in good standing in a state bar association
- 1-3 years of immigration law practice experience
- Fluency in Spanish

Qualifications Desired

- Experience in the labor movement (whether legal or non-legal)
- Experience in providing direct services to immigrants
- Knowledge of other languages

Compensation & Location: Salary in the \$75,000 - \$81,000 range, commensurate with experience. Excellent benefits, including medical, dental, retirement, and generous vacation and leave time. This is a full-time limited term one-year exempt union position. All National Immigration Project union staff are represented by the National Organization of Legal Services

Workers (NOLSW), UAW Local 2320, AFL-CIO. We are headquartered in Washington, DC. This position will be based in the AFL-CIO offices at 815 Black Lives Matter Plaza NW, Washington, DC.

To apply: Submit the following in a single PDF to jobs@nipnlg.org. Include “IMPOWER Labor-Based Deferred Action Staff Attorney” in the subject of the email. Position open until filled; applicants are encouraged to apply as early as possible. No phone calls please.

- Cover letter
- Resume
- Short writing sample
- Name and contact information of three references

National Immigration Project is an Equal Opportunity Employer that actively recruits women, Black, Brown, Indigenous, and other People of Color, persons with disabilities, persons of diverse gender and sexual identities, immigrants, and formerly incarcerated persons.