

NWJP and Centro de Servicios Para Campesinos Seek Bilingual Attorney to Help Oregon Farm Workers and Latine Community Build Power in the Workplace

Northwest Workers' Justice Project protects workplace dignity by supporting the efforts of low-wage, immigrant and contingent workers to improve wages and working conditions and to eliminate imbalances in power that lead to inequity. We offer high-quality, direct legal assistance to workers and their organizations; support organizing efforts; educate workers, their leaders and the public about workplace rights; advocate for better employment laws; and promote greater access to low-cost employment legal assistance. For more information about NWJP, visit www.nwjp.org.

The **Centro de Servicios Para Campesinos** has a long history serving farmworkers, immigrants, and Latine families in the Marion, Polk, and other counties nearby. Founded in 1977, the Centro provides a variety of immigration integration services to over a thousand people a year including legal representation for immigrant matters, referral services, translations, assistance filling various forms (i.e medical, work, school related), and public notary services. These services are vital because they provide an entry point to better economic and health stability for Oregon's most vulnerable workforce. The Centro is housed at PCUN, Oregon's Farmworker Union and is a sister organization of the union.

Position description:

NWJP and Centro seek an innovative Attorney grounded in movement lawyering approaches to litigate employment-related claims and provide other legal services for low-wage, farmworkers, immigrants, and Latine families. The central focus of the position is working with Centro, PCUN and worker communities to design and implement a program of legal services to help workers build power in their workplaces and confront employment-related injustices. The Attorney would bring claims against employers for wage-and-hour violations, workplace discrimination, health and safety violations and retaliation. Litigation support, mentorship and co-counseling will be available from experienced staff in NWJP's Portland office.

The successful candidate will be employed by NWJP, but will work part of the time out of its office in Portland, and part of the time from Centro's office in Woodburn. Some remote work is also possible. To be eligible, one must have access to reliable transportation and be willing to work regularly in both locations.

The position requires the ability to work well with the client communities, co-workers, organizers, and community leaders, and with a variety of external partners including unions, other immigrants' rights organizations, and community and other advocacy groups.

The attorney must be willing to engage in some development and fundraising activity for Centro and/or NWJP.

Required qualifications:

- Passionate about farmworker and immigrant rights, workers' rights, and gender justice
- Ability to establish trusting relationships with low-income clients and cultural competence to address the legal needs of immigrant workers

- Excellent communication, writing, and research skills
- Ability to work independently and as a team player
- Ability to think creatively, and willingness to implement legal strategies that are unconventional and/or designed to support worker organizing
- Desire to litigate cases in state and federal court as part of the movement to end systemic injustice, while centering clients' participation and leadership in their cases
- Experience working with diverse communities
- Strong organizational skills
- Demonstrated commitment to social justice
- Oregon bar accreditation or willingness and eligibility to take the next available Oregon bar exam
- Proficiency in spoken and written Spanish

Preferred:

- Bicultural, with a strong understanding of Oregon's Latinx and farmworker communities
- Current membership in good standing in any state bar
- Demonstrated litigation skills
- Experience in employment law
- Demonstrated commitment to workers' rights

How to apply:

Please send a cover letter, resume, writing sample, and references to jobs@nwjp.org. Use "Centro Attorney" in the subject line. Review of applications will begin immediately and continue until filled. Applicants are encouraged to apply as soon as possible, and in any event, before January 31, 2024.

NWJP and Centro strive to be affirming, positive, diverse work environments and are equal opportunity employers. We strongly encourage applicants who will contribute to our diversity and/or who come from our client communities to apply.

Salary:

Flexible FTE with .8 FTE or more preferred. Salary is commensurate with salary paid by Oregon legal services programs, which depends on experience. As an example, a successful bilingual candidate with 0-5 years of experience working full time would expect to make \$70,150-\$77,650 a year. Applicants with more experience are encouraged to apply and would be paid according to experience.

NWJP offers a medical, vision and dental plan that is covered 100% for employees and offers a small contribution to child coverage. After 2 years of employment, NWJP has a bonus plan currently amounting to 6% of all payroll and distributed to staff based on FTE; employees are encouraged to contribute bonuses to an IRA retirement plan. NWJP has a flexible work schedule, although this position will be asked to participate in meetings during regular NWJP office hours and to work with Centro to set office hours to meet with clients. NWJP provides paid vacation, sick days and holidays.