

## **Staff Attorney Job Opportunity**

### **ABOUT THE ORGANIZATION**

For the past decade, Fair Work Center has stood with workers fighting for living wages and dignity at work. Along with our partner organization Working Washington, we have won a number of successful campaigns to build an economy that puts workers first. In the past year we have organized to win a statewide Domestic Worker Bill of Rights, successfully challenged the constitutionality of exemptions in our state's minimum wage laws, and championed the creation of a new Attorney General unit dedicated to workers' rights. Our legal team plays a critical role in advancing our mission by ensuring that labor standards are enforced and that workers have the support they need to hold their employers accountable.

### **ABOUT THE ROLE**

Fair Work Center seeks a Staff Attorney dedicated to advancing the rights of Washington workers. The Staff Attorney will support our organization's efforts to raise and enforce labor standards through administrative advocacy, individual representation, and organizing. We are looking for an attorney committed to using their legal training to build the power of Washington's working people. This is a 6 month leave replacement position (August 15, 2026 - February 15, 2027), with the potential to extend based on organizational needs. This position will report to Fair Work Center's Managing Attorney and is a member of our staff union.

### **KEY RESPONSIBILITIES**

#### *Individual Consultations & Representation*

- Conduct legal consultations and advise workers of their rights under local, state, and federal labor and employment laws.
- Provide pro se assistance and participates in the development of self-help resources for workers navigating enforcement processes.
- Maintain a caseload of individual cases, representing workers in negotiation, administrative proceedings, and litigation.
- Recommend cases for full representation based on organizational priorities.
- Conduct client representation consistent with ethical standards and best practices.
- Maintain client files consistent with ethical standards, including complete and confidential records, consistent client contact, and contemporaneous notes.

## FAIR WORK CENTER



### *Strategic Enforcement & Policy Advocacy*

- Participate in developing and implementing legal strategies to support enforcement and address power imbalances in the workplace, including litigation, policy, and legislative efforts.
- Provide research and policy support to strategic enforcement campaigns and minimum standards legislation at the local, state, and national level.
- Collaborate with Organizing and Communications teams, as well as partner organizations, to design and implement campaigns advancing the rights of workers in priority industries.
- Support training and education initiatives that build the capacity of workers to enforce existing workplace protections;
- Represent the organization in coalitions and in meetings with co-counsel, partner organizations, employer representatives and government agencies.

### *Community Education & Outreach*

- Staff legal clinics, community legal consultations, and Know Your Rights trainings as needed.
- Develop, update, and deliver Know Your Rights trainings and other legal educational materials, including presentations, self-help resources, and training curriculum for workers.
- Collaborate with staff to identify emerging legal issues and incorporate updates into educational materials and outreach efforts.

## **REQUIRED QUALIFICATIONS**

- Licensed to practice law in Washington State, or intending to apply for admission as soon as possible;
- Between 1-4 years of experience in employment law, which may include law school clinics and internships;
- Excellent legal research, analysis, and writing skills;
- Ability to think strategically, explore creative solutions to problems, and communicate effectively with colleagues, partners, and policymakers;
- Demonstrated commitment to racial and economic justice, and to the organization's mission;
- Ability to work collaboratively with community educators and organizers.

## **DESIRED QUALIFICATIONS**

- Spanish language fluency

## **Other Information**

- **Temporary Position:** This is a time-bound leave coverage position (August 15, 2026 through February 15, 2027) with the potential to extend based on organizational needs.
- **Salary & Benefits:** Salaries are set by the union pay scale, with anticipated starting pay between \$76,616 – \$85,016, commensurate with experience. We are a hybrid workplace and expect this role will have a combination of in-person work in our Seattle office and in community, and work that can be performed remotely. It may require occasional evening and weekend work and occasional travel throughout the state. The position comes with robust benefits, including family medical, dental, and vision care, 5% employer 401k contribution, substantial holidays, vacation and sick leave, and an ORCA card for employees in the Puget Sound area.
- **How to Apply:** Interested applicants should submit a cover letter and resume to [egrove@fairworkcenter.org](mailto:egrove@fairworkcenter.org) and [c.noss@fairworkcenter.org](mailto:c.noss@fairworkcenter.org), with the applicant's last name and "Staff Attorney" in the subject line. In your cover letter, let us know why you're interested in this role and which skills you believe will make you successful in it. The priority deadline for submissions is August 28, 2026. Applications will be reviewed on a rolling basis, and we will accept applications until the position is filled.
- **Commitment to Equity:** Fair Work Center is an Equal Opportunity Employer. We strongly encourage people from communities most negatively affected by historical and ongoing inequity to apply, such as: people of color, immigrants, women, lesbian, gay, bisexual, queer, trans, and gender non-conforming people, and people with disabilities. We seek candidates whose lived experiences reflect the lived experiences of the workers we support. If you need disability, language or other accommodation in the application process, please contact Zhi Chen at [zhi@fairworkcenter.org](mailto:zhi@fairworkcenter.org).