

FARMWORKER &
LANDSCAPER
ADVOCACY
PROJECT



PROYECTO
DE AYUDA PARA
TRABAJADORES
DEL CAMPO Y
JARDINEROS

COORDINATING ATTORNEY

Employment Status: Full-Time, Exempt

Reports to: Executive Director

Location: During **COVID-19** all FLAP staff is working remotely, once it is safe to return to the organization's office the expectation is to be there and traveling in Illinois doing community outreach and education, attending community meetings and events outside of the office.

Physical Demands: While performing the duties of this job, the employee is regularly required to attend meetings, operate normal office equipment, use a phone and computer for extended periods of time. Necessary equipment to perform job responsibilities will be provided.

Compensation: Pay and benefits depend of experience and skills, starting at \$70,000 with health insurance and miles reimbursement, holidays, sick days, vacations, and other benefits. This position may be eligible for enrollment in the Income-Based Repayment Plan (IBR) for federal loans that are based on income and the school loan may be forgiven in as little as 10 years.

Background: [The Farmworker and Landscaper Advocacy Project \(FLAP\)](#) is a small progressive plaintiff-side only public interest 501(c)(3) non-profit organization, committed to improve working conditions for low-income workers and their households in these industries: cannery, farms, greenhouse, landscaping, meat, nursery, packinghouse, poultry, restaurants and snow plowing. FLAP carries out its mission through community outreach and education, litigation, community legal education, information and referrals, partnering with other organizations to fight human labor trafficking, preventing family separations by helping immigrants secure dual citizenship for their children and facilitates the access to cash transfers to very low-income populations.

FLAP together with experienced law firms have an active case docket involving a variety of cases. FLAP does not receive funding from the Federal Legal Services Corporation. For additional information and to watch FLAP daily engagement with workers and organizational updates please visit: <https://www.facebook.com/farmworkerlandscaper.advocacyproject> and FLAP's website at: <https://www.flapillinois.org/>

Position: FLAP is seeking to hire an attorney to assist with the organization's legal cases docket, demand letters, building cases for referrals, do legal Advocacy and deliver Community Legal Education a.k.a "*Know your legal Rights*". Immigrants come to this country for many reasons but almost always with the intent of making their best contributions. However, along with trying

to make those contributions and provide for their families, comes a life of employment and sexual exploitation. Women are lured to this country with the promise of honest paying work, only to be held in an enslaved state by people who hold their papers and use violence and threats to keep them from reporting their situation. Employers all over Illinois use immigrant labor to provide their services but do not abide by the laws that keep workers safe. Attorneys, many times, are the only ones who can truly make a difference in the lives of so many in our communities who are exploited behind closed doors.

Responsibilities: 1) Maintain a caseload along with an expert lead-counsel, 2) Advocate before federal and state agencies, 3) attend regular advocacy meetings, 4) Maintain regular contact with Spanish-speaking clients, and when there is a specific legal problem, conduct by telephone or in-person client interviews, 5) Maintain relationships and coordinate effectively with lead-counsel and other organizations, 6) Supervise law student's interns, externs and legal volunteers, 7) If Spanish spoken, then provide oral and written Spanish/English translation and interpretation as needed, 8) do community legal education, 9) make referrals, 10) assist with whatever additional tasks as directed by the Executive Director.

Qualifications: 1) Juris Doctor and License to practice law in Illinois is *mandatory*; 2) Fluency in both written and spoken English is mandatory, fluency in spoken Spanish is a must but *not* mandatory, 3) Strong writing and oral communication and research skills are required, 4) Demonstrated commitment to public interest law, social justice and immigrants' rights, 5) Litigation experience in the area of labor and employment is preferred, but *not* required, 6) Ability to work with diverse audiences, including community advocates is required, 7) previous experience working with immigrants is beneficial for this position, along with other prior work that requires cultural sensitivity, 7) Admission or eligibility for admission to the Northern District of Illinois and willingness to complete the process as quickly as possible, 8) Strong organizational skills, 9) Ability to work independently, 10) Outstanding communication skills, 11) Individually motivated and able to keep momentum, 12) Ability to multitask, 13) Efficiency and prompt turn-around mandatory.

Application: To be considered for the position, please send the following: 1) Resume, 2) cover letter indicating the date when you could start working, 3) writing sample and 4) two references, *via e-mail*, to: info@flapillinois.org in attention to Alexandra Sossa, Executive Director, 33 N. LaSalle, Suite 900, Chicago, IL 60602.

Write: 'Attorney' in the subject line of the e-mail. FLAP will not accept *incomplete* applications. Is okay to e-mail asking for additional information.

Position will remain open until filled, but FLAP is hoping to hire the right person **ASAP**.

FLAP is an Equal Opportunity Employer!

December 13, 2020