



May 10, 2023

**FELLOW ATTORNEY
(Two-Year Racial Justice Fellowship)
EMPLOYMENT LAW UNIT**

Greater Boston Legal Services (GBLS) is an Affirmative Action / Equal Opportunity / Accessible Employer and strives to ensure that our staff members reflect the diversity of the communities we serve.

Greater Boston Legal Services (GBLS) seeks an attorney with 5 or more years of experience for a two-year Racial Justice Fellowship in the Employment Law Unit. The Fellowship will focus on increasing access for communities of color to Massachusetts Paid Sick Leave and Paid Family & Medical Leave.

The Fellowship's goal is to help address the racial health and economic disparities resulting from inequitable access to medical treatment and recovery time, as well as time to bond with a new child. The Fellow will advance this goal by engaging in systemic advocacy to achieve broad-scale changes to address the barriers that members of BIPOC communities face in gaining access to paid time off from work (including administrative and legislative advocacy and potentially impact litigation). To understand the systemic barriers, the Fellow will also engage in community outreach and represent individual clients in cases against state agencies and employers. All work is done in close collaboration with community-based organizations.

Salary is based on a union scale, which is \$78,000 for an attorney with five years of experience and \$85,500 for an attorney with ten years of experience. Future compensation will be determined by the Collective Bargaining Agreement of the Attorneys Union. GBLS offers a generous benefits package, retirement contribution, a student loan repayment assistance plan for eligible attorneys, and generous PTO leave. The attorney will work out of the GBLS Boston office with a hybrid remote work schedule permitted.

Qualifications: Five or more years of legal experience; admission to the Massachusetts Bar (or admitted elsewhere and able to practice in Massachusetts within a reasonable period of time); commitment to community lawyering and advancing workers' rights; experience with litigation and/or administrative and legislative policy advocacy; and excellent oral and written communication skills. Proficiency in a language commonly spoken by GBLS clients is preferred but not required.

Candidates should submit a letter of interest, resume and brief writing sample to the Human Resources Team via email at jobs@gbls.org. Please refer to Job Code: **ELU-FELLOW-ATT** when applying for this position. Applications will be considered on a rolling basis until the position is filled.

GBLS values diversity and encourages applicants from a broad range of backgrounds.