



UC Law SAN FRANCISCO

UC Law SF (formerly UC Hastings) was founded in 1878 as the law department of the University of California and was the first law school in California. Over the years, it has built a legacy and reputation of being a preeminent institution comprised of renowned faculty committed to the study of legal theory and research, preparing students for careers in the judicial system, public service, and industry.

The College is redefining legal education through an experiential, interdisciplinary, and international approach to the law. By integrating rigorous academics with hands-on practice, the College is preparing its graduates to tackle modern legal challenges.

REPRODUCTIVE JUSTICE LEGAL FELLOW Center for WorkLife Law

Classification: Level 1 / Class 2038 / Full-Time / Exempt / Benefited / Contract

Anticipated Hiring Rate: \$50,000 - \$65,000/year

THE DEPARTMENT

[The Center for WorkLife Law](#), at the University of California College of the Law, San Francisco, is an advocacy and research organization that seeks to advance gender and racial equity at work and in education. Founded in 1997, WorkLife Law pioneered the [area of law](#) that protects working caregivers from discrimination and has been a national leader in the field ever since. WorkLife Law's current initiatives include fighting for [reproductive justice](#); preventing [discrimination against family caregivers](#); equipping companies with [tools to interrupt bias](#) in the workplace; operating the nation's first and only [legal resource center for pregnant and parenting students](#); and ensuring [equitable access to benefits](#) for workers. The Center provides direct assistance to workers and students in need, while addressing structural inequality by developing and implementing concrete, evidence-based interventions and changing public policy at the state and national levels. WorkLife Law's initiatives ensure families are able to build and maintain financial security through stable employment and educational opportunities.

THE ROLE AND RESPONSIBILITIES

The Legal Fellow will advance reproductive rights by providing direct assistance to callers on WorkLife Law's free legal helplines; engaging in policy advocacy at the federal and state levels, and educating key stakeholders around the country on two new landmark workers' rights laws: [Pregnant Workers Fairness Act](#) and [PUMP Act](#). Reporting to the Deputy Director, the Legal Fellow will play an integral role on the Center's legal team by supporting its [reproductive justice](#) initiatives. This is a 6-month contract position, with the possibility of extension depending on the availability of funding. Typical duties and responsibilities include:

- Conduct legal and social science research on employment discrimination based on pregnancy, lactation, childbirth motherhood, and abortion.
- Support the legal team's advocacy with federal and state enforcement agencies, including researching and writing public comments on the anticipated proposed regulations interpreting the Pregnant Workers Fairness Act.
- Edit, draft, and update know-your-rights documents for workers and students, as well as educational materials for healthcare providers and other key audiences. This will include research and fact-checking to ensure these materials remain up to date.

- Maintain WorkLife Law’s legal case database by summarizing employment decisions relevant to pregnancy and lactation, abortion, caregiving, and family and medical leave.
- Under the supervision of a more senior attorney, respond to calls and emails from workers across the country seeking information about their legal rights at work related to pregnancy, childbirth, abortion, lactation, and caregiving. Analyze the situation by applying relevant laws, and identify advocacy and outreach strategies based on caller needs. Provide assistance to callers with compassion and care.
- Represent the Center in meetings with advocacy partners, as well as public presentations and interviews, as opportunities arise.
- Perform duties such as proof-reading reports, editing PowerPoint presentations, scheduling meetings, organizing files, and other limited administrative functions as needs arise.

REQUIREMENTS

EDUCATION AND EXPERIENCE

- J.D. degree
- 1-3 years of relevant experience strongly preferred (can include clinical, externship, and/or pre-law-school experiences)
- Knowledge of employment law (particularly ADA, Title VII, and FMLA) strongly preferred; Experience providing direct services (whether legal or otherwise) to people in crisis preferred;

KNOWLEDGE, SKILLS & ABILITIES

- Commitment to reproductive justice, and gender and racial equity;
- Exceptional legal research and writing skills with strong attention to detail, as well as proficiency with Lexis and Westlaw;
- The ability to understand complex legal concepts and thoughtfully translate them for lay audiences in an accessible way;
- Effective organization, time, and project management skills with a nimbleness to shift between projects as needs evolve;
- Ability to credibly, clearly, professionally, and reliably communicate orally and in writing;
- Ability to speak with people in crisis with compassion and cultural sensitivity;
- Flexible, can-do attitude;
- Strong desire to work in a group that prioritizes open communication, work-life balance, personal health, and positive relationships; and
- Fluency in Spanish is a plus.

BENEFITS

Health and Welfare Benefits

- Comprehensive medical insurance coverage
- Flexible Spending Accounts for transportation-related, healthcare and dependent care expenses
- Employee Assistance Program

For your Financial Future

- Life Insurance, Disability Insurance, and Legal Insurance
- University of California Retirement Plan
- Voluntary Deferred Compensation Plans/Pre-tax Retirement Savings Programs

For your Work/Life Balance

- Fifteen paid holidays per year
- Generous vacation and sick leave

- Commuter Benefits Program

THE HIRING PROCESS

To apply: <https://uclawsf.breezy.hr/p/f9d326c5ff16-legal-fellow>

This position has been designated as “sensitive” and requires a pre-employment background check.

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please contact Human Resources if you require a reasonable accommodation to apply for a job. Examples of reasonable accommodation include making a change to the application process, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

WHAT TO EXPECT

Applicants who meet the position requirements will be competitively evaluated to identify the individuals whose breadth and depth of experience and education most closely relate to the stated requirements and the needs of the College. Depending on the quality and number of the applications received, only the better qualified applicants may be contacted for an interview. **The position is open until filled.**

The skills listed above are comprehensive, and we understand there are great candidates who possess only a subset of those skills, or who have other important skills. If you match some of these skills, please do not hesitate to apply.

UC Law SF is an equal opportunity employer. UC Law SF strives to provide a diverse and inclusive educational environment that fosters cultural awareness, mutual understanding and respect. UC Law SF is interested in candidates who will contribute to diversity and equal opportunity in higher education through their teaching. Qualified women and members of underrepresented minority groups are strongly encouraged to apply.