

Job Title:	Agricultural Workers’ Rights Fellowship Attorney - Migrant Farm Worker Division
Location:	Denver
Classification:	Exempt (Full-time)
Reports To:	Managing Attorney, Migrant Farm Worker Division
Salary Range:	\$70,622 - \$112,211 (this amount represents salary plus \$4,200 yearly stipend). Salary commensurate with experience.
Application Deadline:	May 1, 2024

Organization Overview:

Colorado Legal Services (CLS) is Colorado’s statewide nonprofit legal aid program, with thirteen offices providing civil legal assistance to low-income Coloradans throughout the state. CLS provides free legal assistance in a broad variety of legal areas, including family law, public benefits, eviction defense, consumer protection, services to survivors of serious crime and human trafficking, and many others.

CLS has strengthened lives, assisted families, and supported communities—one person at a time for over 90 years. We are committed to providing high-quality, free legal advice and representation to eligible individuals throughout Colorado. We have a long history of successful impact and advocacy. CLS strives to bring about substantive, transformational change in the lives of those we serve.

Position Summary:

The Agricultural Workers’ Rights Fellowship is a two-year position with the Migrant Farm Worker Division of CLS (the Division). The Division is a specialized statewide program of CLS that litigates cases in federal and state courts and provides administrative advocacy for low-wage farm workers across Colorado on a wide range of employment-related problems such as unpaid wages, sexual harassment, human trafficking, immigration, and civil rights violations. Due to the barriers that have historically interfered with farm workers’ access to legal services, the Division employs a robust outreach and community education program, engaging directly with farm workers and community-based organizations that serve farm workers throughout Colorado.

The Fellowship Attorney works in collaboration with other Division staff to serve the legal needs of low-wage seasonal and migrant farm workers throughout Colorado and to implement advocacy strategies that have a broad impact and achieve long term change for our client communities. While primarily focused on employment law, the Division sets priorities according to the needs of the farm worker population. The Fellowship Attorney will handle a full caseload with an emphasis on cases in litigation. The Fellowship Attorney will provide information, advice, and representation to farm workers regarding a variety of legal issues including the Fair

Labor Standards Act, the Migrant and Seasonal Agricultural Worker Protection Act, the regulatory provisions of the H-2A agricultural worker visa program, employment discrimination, wage claims, employment issues, housing issues, benefits issues, and other state and federal laws. Other duties include shared outreach, education, collaborations with legal and community partners, and oversight of student interns to effectively serve farm workers throughout Colorado. All members of the Division, including the Fellowship Attorney, will engage in significant, but periodic, travel throughout the state. Given the nature of the work, there are occasions in which the Fellowship Attorney will work long hours and/or flexible schedules. CLS provides significant training opportunities and support to all staff and will do so for the Fellow.

Essential Duties:

- Provide professional and high-quality direct legal services to eligible migrant and seasonal farm workers, with a focus on resolving complex civil legal issues related to their employment in federal and state court, and in administrative proceedings.
- Maintain and independently manage a full client caseload.
- Engage in federal and state litigation and administrative advocacy on behalf of the Division's clients.
- Conduct outreach to farm workers at labor camps and engage in additional outreach efforts to reach and educate farm workers directly.
- Conduct community outreach and cultivate and manage community-based relationships in collaboration with partner agencies and organizations that refer clients to the Division.
- Work with trusted community partners and other advocates committed to combatting poverty and injustice.
- Display patience, empathy, and sound judgment while providing clear and transparent communication to clients, managing their expectations effectively.
- Ensure comprehensive and current documentation in case management system.
- Travel to appropriate locations within the state of Colorado, as necessary.
- Offer a flexible work schedule to meet needs of client population.
- May perform additional tasks and duties as assigned or needed to meet the needs of the organization, or as assigned by supervisor or manager.

Required Qualifications:

- License to practice law in the state of Colorado or ability to obtain a Colorado license as soon as practicable.
- Excellent written and verbal communication skills.
- Highly proficient in written and oral Spanish and English.
- Reside in the State of Colorado (or willing to relocate to Colorado as a condition of employment), have a valid driver's license, and have access to a reliable vehicle for travel across the state.
- Ability to work independently and also as a team player.

- Demonstrated commitment to justice, and a desire to disrupt existing systems of oppression.
- Ability to work in a fast-paced environment, manage a litigation caseload, and meet deadlines.
- Demonstrated sensitivity to the legal needs of low-income individuals, seniors, individuals with disabilities, People of Color, and individuals with no or limited English proficiency.

Preferred Qualifications:

- Knowledge of employment law.
- Demonstrated litigation skills or interest in litigation.
- Experience working with vulnerable populations.

Compensation and Benefits:

We offer a generous plan that includes 100% employer paid premiums for employee health, dental, vision, life, and long-term disability insurance as well as partial employer paid premiums for spouses/dependents, based on a sliding scale. We also offer Dependent Care and Medical Flexible spending accounts, a 403(b) retirement account, and an Employee Assistance Program (EAP). Additionally, CLS offers a \$350.00 monthly stipend (to be used as you choose), generous paid time-off and 12.5 paid holidays per year. CLS values its employees' commitment to working hard for the population it serves and recognizes the importance of work/life balance; therefore, we offer flexible work schedules and hybrid work arrangements as appropriate. We promote and foster a diverse, inclusive, equitable, and psychologically safe work environment, striving to be a "Best Place to Work" in Colorado.

How to Apply:

Please email a copy of your resume and cover letter to [hiring@colegalserv.org](mailto: hiring@colegalserv.org). Please include "MFWD Fellowship Attorney" in the subject line.

Note: Please mention how you heard about the job announcement in your email.

Please no solicitations from recruitment firms.

Our Commitment to Diversity, Equity, Inclusion, and Belonging:

CLS embraces diversity, equity, inclusion, and belonging as an Equal Opportunity Employer. We are committed to building and retaining a workforce that respects and empowers each individual and represents a variety of diverse cultures, perspectives, skills, and experiences. We encourage all qualified candidates to apply for this position.