

Pursue a Career in Public Interest Law

The AFL-CIO Lawyers Coordinating Committee Minority Outreach Program



"I enjoyed the international union organizing panel because it was a topic I had not come across. I found it interesting and a potential avenue I would like to consider in the future."

ADVANCING WORKERS' RIGHTS

“The conference was extremely valuable and inspiring.”

These are just a few of the comments from students who have participated in the annual AFL-CIO LCC Minority Outreach Program Law Clerk Networking Conference, which is part of the Minority Outreach Program (MOP).

The LCC Minority Outreach Program introduces minority law students to the practice of union-side labor law through summer clerkship opportunities at LCC law firms and legal departments. Clerkships are enhanced by a summer conference and mentor program.



About Us

In 1997, the AFL-CIO Lawyers Coordinating Committee (LCC)—a network of approximately 1,900 union-side attorneys representing unions affiliated with the AFL-CIO—created the LCC Minority Outreach Program to encourage law students of color to apply for summer clerkship opportunities at LCC law firms and legal departments. The outreach program seeks to introduce minority law students to the practice of law in the labor movement and to encourage them to join the ranks of union-side attorneys in the ongoing battle for social and economic justice.

Hundreds of law students have gained valuable exposure to labor law and the labor movement through this outreach effort. During their clerkships, the students typically deal with important issues arising under a wide range of labor and employment laws, including the National Labor Relations Act, Fair Labor Standards Act, Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act, Employee Retirement Income Security Act and the Age Discrimination in Employment Act. Also, in recent years, as immigrant workers have played a larger role in the labor movement, many students have gained exposure to a variety of immigration-related issues.

To enhance their summer experience, students also participate in the LCC Minority Outreach Program Law Clerk Networking Conference, which features workshops and presentations on labor law practice, union organizing and representation, politics and legislation. In addition, the networking conference offers students the opportunity to share experiences and make important career contacts with LCC attorneys and union staff.

At the conclusion of the networking conference, students are placed in the LCC Mentor Program, through which experienced LCC attorneys of color provide guidance and support during and after the students' clerkships.

Many Minority Outreach Program alumni have been hired by LCC firms and legal departments, as well as federal agencies, including the National Labor Relations Board. If you are interested in applying at a law firm or legal department, apply directly to the employer. A listing of participating employers is available at <http://unionlawyers.aflcio.org>. To apply, send a résumé and cover letter detailing your interest in labor law and public interest work. Availability of positions and hiring varies by firm and legal department. Hiring decisions are the sole discretion of the firm or legal department.

"I enjoyed hearing President Trumka speak. I got a much better sense of what the AFL-CIO stands for and its vision of the future. I really like what I saw."

Annual MOP Law Clerk Networking Conference

The LCC's annual Minority Outreach Program Law Clerk Networking Conference for minority law students working as summer law clerks in LCC firms and legal departments is traditionally held in June at the AFL-CIO in Washington, D.C. The conference provides law clerks with an informative overview of the major challenges and opportunities facing today's labor movement. Union staff, labor law practitioners and members of the LCC Minority Caucus lead discussions on various topics.

The program often includes the following panels: Researching Labor Law, Introduction to Labor Law, The State of the Labor Movement, Labor Law Practice Areas, Social Justice, Organizing and the Law, Union-Side Labor Practice: Contract Enforcement, Finding a Job as a Union-Side Labor Lawyer, the LCC Minority Outreach and Mentor Program, Law School Recruiting, NLRB Practice and Immigration.

Past speakers have included individuals with national labor unions, law firms, congressional offices, think tanks and the National Labor Relations Board and other government agencies.

Visit <http://unionlawyers.aflcio.org> for more information about the LCC Minority Outreach Program Law Clerk Networking Conference.



Alumni of the MOP

Since its inception, more than 300 students have participated in the LCC Minority Outreach Program Law Clerk Networking Conference. These alumni success stories are just a few examples:

- **Patricia Howard Fitzgerald**, a 1998 conference attendee, is an attorney for the American Postal Workers Union and a frequent speaker at MOP conferences.
- **Fausto Zapata**, a 2001 conference attendee, started his own union-side law practice in New York City, Fausto Zapata and Associates, specializing in labor and employment law and civil rights.
- **Wynter Allen**, a 2005 conference attendee, worked as staff attorney/associate general counsel at an international union before going into private practice at Alden and Associates in Washington, D.C.
- **Jennifer Rubin**, a 2005 conference attendee, is an attorney with Sandulli Grace, P.C. in Boston.
- **Amanda Green**, a 2000 conference attendee, is assistant general counsel for the United Steelworkers. She also serves as a member of the Allegheny County Council in Pittsburgh.



The Minority Outreach Mentor Program

"I am privileged to have received a mentor from the Minority Outreach Program because she has been an invaluable resource in preparing me for my legal career. My mentor has assisted in expanding my network in union-side labor law and provided advice that will accelerate my professional growth. This program has given me a role model and I can learn from her success and experiences."

Upon completion of the MOP Law Clerk Networking Conference, each attendee is matched up with a mentor, an LCC lawyer of color who provides guidance and support during and after the students' clerkships. Students may request a mentor who works in their city or specializes in a particular field that interests them. The mentor assigned is a member of the LCC Minority Caucus.

The MOP Mentor Program has been a great success. Mentors have provided career guidance and inspired many students to pursue careers in union-side labor law. Students have been mentored by partners and associates in law firms and assistant general counsels at legal departments.

Law students often have expressed the value of being mentored by dedicated and distinguished attorneys in the union-side labor bar.



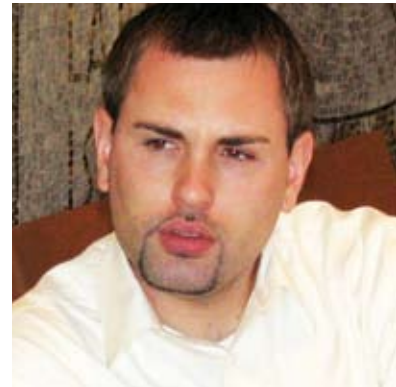
Beyond the MOP Conference: ADDITIONAL RESOURCES FOR LAW STUDENTS

LCC EMPLOYMENT RESOURCES

- The LCC distributes the Hiring Hall via e-mail every month to law firms, legal departments and a host of law student and minority organizations. The Hiring Hall contains a list of current openings at LCC firms and legal departments. Organizations are free to distribute the Hiring Hall to its members. Law students and interns can access the Hiring Hall at <http://unionlawyers.aflcio.org>.
- The LCC also offers a Résumé Bank. If an LCC attorney or LCC-affiliated labor law professor sponsors you, the LCC will post your résumé in the LCC Résumé Bank where LCC members look to fill legal positions. For more information, contact lcc@aflcio.org.

FELLOWSHIPS

- The AFL-CIO's legal department annually sponsors a one-year, full-time legal fellowship open to graduating 3Ls, clerks and recent law school graduates. The fellowship offers an excellent opportunity for recent law school graduates to work with experienced union-side lawyers on a variety of issues. The fellow assists experienced lawyers working on cases and regulatory matters that affect the labor movement and the rights of workers. For more information, please visit <http://unionlawyers.aflcio.org>.
- The AFL-CIO Law Student Union Summer (LSUS) is a unique and exciting 10-week internship for first- and second-year law students that combines front-line, labor-related public interest legal work with grassroots organizing in real, ongoing campaigns by AFL-CIO-affiliated unions in various regions of the country. In addition to legal research and writing, LSUS interns are involved in community outreach, member mobilization, corporate and other non-legal research, legislative campaigns and general litigation. Many students participate in the MOP and the LSUS.



**If you would like additional information
about the
LCC Minority Outreach Program,
please visit
<http://unionlawyers.aflcio.org>**

**Angelia Wade
AFL-CIO
Associate General Counsel
815 16th St., N.W., Washington, DC 20006
202-637-5385
mop@aflcio.org**

The LCC's mission is to (1) facilitate the exchange of information and strategies to assist LCC members in representing their union clients; (2) inform and mobilize union-side lawyers in the labor movement's support of legislative and political priorities, such as labor law reform, judicial nominations and voter protection; (3) offer legal education, technical assistance and networking opportunities to the union-side bar; and (4) assist LCC firms and legal departments in recruiting and retaining new lawyers and lawyers of color to the practice of labor law.