

# 5

## Labor Employment Law

### VI. SUBSTANTIVE LAW

#### **Themes:**

Guiding the practice of Labor/Employment Law.

#### **Conversation Starters:**

- Do you have any experience in this area of law? What are your interests (client counseling, investigating complaints, litigation, policy development, mediation, etc.)?
- Do you see yourself representing employers, workers, or oversight organizations?
- What are some connections with related areas of practice, such as administrative law, civil rights, contracts, employee benefits, mediation/arbitration?
- What other certifications or experience may be helpful?

#### **Activities:**

- Interview a couple of labor/employment law practitioners or arbitrators.
- Consider volunteering at the Unemployment Law Project.
- Attend a WSBA Labor and Employment Law Section meeting, CLE, or networking activity.

#### **Resources:**

- General
  - Discuss what additional resources the mentor/mentee have found useful in their own practice.
  - [Harvard Implicit Association Test\(s\)](#) to learn more about the mentor's and mentee's possible implicit biases that could influence their advice and counseling; discuss results together if interested.
  - Developing an understanding of cultural humility.

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#### **Resources (continued):**

- Government and Non-Profit Agencies
  - Regarding civil rights/discrimination issues, clients can file complaints with federal, state, and local agencies:
    - Federal ([EEOC](#))
    - State ([WHRC](#))
    - Local ([Seattle Human Rights Commission](#))
  - [Unemployment Law Project](#)
  - [Injured workers and Workplace Health and Safety Requirements - State Labor and Industries](#)
  - [United States Department of Labor](#)
  - [National Labor Relations Board](#)
  - [U.S. Citizenship and Immigration Services](#)
- Professional Organizations
  - [Washington Employment Lawyers Association \(plaintiff side\)](#)
  - [JAMS: Mediation, Arbitration, and ADR Services](#)
  - [ABA Labor and Employment Law Section](#)
  - [WSBA Labor and Employment Law Section](#)