



Committee of Interns and Residents

SEIUHealthcare®

Job Posting Counsel
Location New York or New Jersey

About Us

The Committee of Interns and Residents (CIR) is the largest house staff union in the United States. We are a local of the Service Employees International Union (SEIU), representing approximately 33,000 resident physicians who are dedicated to improving residency training and education, advancing patient care, and expanding healthcare access for our communities. CIR's mission is to empower our nation's interns, residents and fellows to fight for excellence for our patients.

Job Summary

CIR is seeking a Counsel located in the New York/New Jersey area with a demonstrated commitment to immigrant rights and the labor movement. The ideal candidate will have substantial experience in either immigration or labor law, with more limited experience or strong familiarity with the other area of law.

CIR maintains a Legal Services Plan (CIRLS) for its members and the most active part of the Plan's practice involves the representation of CIR members on H-1B petitions. The Counsel will be a vital part of the CIRLS H-1B team as well as advise union staff on immigration issues that impact our resident physician members both within and outside of the workplace. CIR's Legal Department also maintains a robust labor practice involving the representation of its members on a multitude of labor law issues at the federal and state level. The Counsel position will function as part of the labor team in representing members in our New Jersey and Washington, D.C. chapters.

This position will report directly to the General Counsel.

What You'll Do

Immigration Law

- Represent CIR members on H-1B petitions for the purpose of allowing them to participate in residency programs.
- Participate as co-counsel on the in-house H-1B team in maintaining and enhancing our H-1B practice, strategizing on issues that arise which impact visa holders.
- Advise union staff and members who are foreign medical graduates on immigration matters including H-1B and J-1 issues, delays in the issuance of Social Security numbers, moonlighting and participation in union activity.
- Provide assistance to residents experiencing visa issues abroad.
- Interface with immigration cooperating counsel.
- Participate in webinar presentations to CIR members and employer representatives on immigration law and other matters of import to our members.
- Participate in team discussions on matters covered by the CIR Legal Services Plan, including but not limited to immigration issues, and review CIR Legal Services requests for assistance and troubleshoot matters that arise as needed.

Labor Law

- Advise union staff on matters related to our various collective bargaining agreements including grievances and contract interpretation.
- Represent CIR before the NLRB and the appropriate state labor relations boards in regard to unfair labor practices and new member organizing.
- Represent CIR in arbitration and before other state and federal agencies.
- Provide support to field staff in collective negotiations.
- Provide legal advice to CIR regarding union governance, internal labor relations and personnel matters, and operational matters.
- Represent and advise CIR on a broad range of labor and employment matters.
- Provide legal review of CIR internal and external written material such as Requests for Information and settlement agreements.

What Makes a Great Candidate

- Admission to a state bar is required; admission to New York, New Jersey or Washington, D.C. is preferred.
- Minimum three years experience in immigration (particularly on matters related to H-1B visas) or labor law, working either for a union or law firm. Experience working in both areas of law is a major plus.
- Familiarity with the National Labor Relations Act and knowledge of the New Jersey Employer-Employee Relations Act is a plus.
- Understanding of the collective bargaining process and contract enforcement is a plus.
- Ability to exercise discretion and independent judgment.
- Must be detail-oriented and possess strong legal research and writing skills.
- Ability to manage conflict and adversarial situations.
- Ability to build and manage professional relationships, work well as a team member and maintain calm under pressure.
- Ability to travel to worksites in New Jersey, New York and Washington, D.C. as well as other states when necessary.
- Strong planning and time management skills, ability to develop work plans with minimal supervision including prioritizing and managing multiple tasks.
- Excellent listening, interpersonal, and problem-solving skills.
- Commitment to social justice and the principles of diversity, equity and inclusion.
- Proficiency with Google products such as Gmail and Google Drive (docs & sheets).
- Ability to work long hours.
- Must be fully vaccinated for Covid in accordance with CDC guidelines, subject to any laws of the state in which the applicant resides.

CIR Offers

This is a full-time, salaried, overtime-exempt position. The salary range for this position is \$135,000 to \$165,000, depending on experience.

Excellent benefits package including health, dental and vision coverage with no employee contributions; generous paid leave time including four weeks' vacation within the first calendar year of employment, paid holidays, personal days, sick days; short and long-term disability insurance; 401(k); defined benefit pension plan; and mileage reimbursement.

In addition to a resume, we require a compelling cover letter that gives us a clear picture of who you are, how you demonstrated success in a similar position and why you want to apply for this position at CIR. Make us want to pick up the phone and set up an interview! Please send your resume and cover letter along with three professional references to: jobs@cirseiu.org with the Subject Line: **Counsel**.

CIR is committed to equal opportunity for all employees and applicants and encourages applications from all qualified candidates. As a proud Equal Opportunity Employer (EOE), we do not discriminate based on race,

color, national origin, ancestry, citizenship status, religion, sex, sexual stereotyping, sexual orientation, gender, gender identity, gender expression, age, marital status, mental or physical disability, medical condition, genetic information, military or veteran status, pregnancy (which includes pregnancy, childbirth, and medical conditions related to pregnancy, childbirth, or breastfeeding), or any other protected category recognized by state, federal or local laws. Please visit our website for more information: www.cirseiu.org.