



## **Deputy General Counsel**

Primarily remote: Residence in California or western state preferred

Job Title: Deputy General Counsel

Location: Primarily remote but need to travel to California for occasional meetings

Starting Salary: Dependent on Experience, \$140,000 to \$170,000

University Professional and Technical Employees (UPTE-CWA 9119) is searching for a deputy general counsel to support our Union's work throughout California. This is a Senior Staff position with occasional managerial/supervisory functions.

UPTE-CWA represents more than 20,000 employees working in healthcare, research and technical jobs at the University of California.. We represent a diverse workforce and are working to build member power and aggressively represent our members and advocate for the rights of working people.

### **DUTIES:**

- In conjunction with the General Counsel, develop and implement a Unionwide legal strategy and program. This includes preparing legal documents for (and appearing in) hearings before PERB (most of our practice), courts and arbitrators.
- Support contract negotiations, draft contract language and requests for information, and consult on bargaining strategy and accompanying legal strategies.
- In conjunction with the General Counsel, develop and implement the Union's external organizing legal strategies, including accretion filings at PERB, new bargaining unit formation, and tackling transfer of work issues before PERB and arbitrators.
- Develop and implement legal strategies to combat the employer's anti-union attacks
- Handle high-priority PERB hearings, arbitrations and statewide grievances working in conjunction with field staff and outside counsel.
- Consult on representation program and training for staff and member leaders statewide.
- Assist in supervision of field staff and clericals.
- Coordinate with and assign Union work to outside legal counsel.
- Support development of educational materials regarding members' legal rights and duties.
- Working with the Executive Director and General Counsel, provide support and counsel to member leaders and bargaining teams regarding strategic, representational, and bargaining issues.
- Working with the Executive Director and General Counsel to help develop plans for supporting major union priorities, including occasional HR issues with union staff.

- Provide other legal, bargaining, or organizational roles as needed.
- Coordinate with UPTe staff and member leaders to aggressively advocate to protect UPTe members' rights to strike, take collective action and organize.

#### REQUIREMENTS:

- Minimum of three years of experience as a practicing attorney in labor law, preferably with some public sector experience. Prior experience as a non-lawyer union representative may be counted for exceptional applicants.
- Trial law experience or interest in trial law in preparation for running administrative or arbitration hearings.
- Graduation from law school with a J.D. degree, admission to practice before any bar, and admission in California within one year of start.
- Extensive knowledge of labor law and other state and federal employment law.
- Ability to write in a clear compelling manner, and help frame campaign and union goals.
- Strong analytical skills. Ability to understand complex issues, gather and assess information, identify campaign leverage, and develop strategic pressure points.
- Experience with research databases and methods.
- Outstanding interpersonal skills with a demonstrated ability to motivate and build strong working relationships and hold others accountable.
- Demonstrated ability to contribute to creating a positive work environment that encourages personal responsibility, initiative and innovation.
- Ability to thrive under deadlines, and prioritize multiple competing priorities.
- Proven ability to work with diverse group of people, from union members to union staff and leaders to elected officials to other community and issue stakeholders.
- Commitment to building a militant, progressive, and democratic labor movement

Compensation: Starting salary range of \$140,000-\$170,000 commensurate with experience, and an excellent benefits package including a 14% 401k match, all university holidays, auto allowance, and flexible work arrangements.

To Apply:

Email: [jobs@upte-cwa.org](mailto:jobs@upte-cwa.org)

Please include the following:

- A résumé with the months and years of employment for each position.
- A cover letter addressing your qualifications and ability to carry out the duties of the position as described above.

Position open until filled.