

Labor & Employment Law

One area of practice that has grown is that of labor and employment law. Federal guidelines control much of the practice in this field. More and more institutions are looking to hire Human Resources personnel with a background in labor and employment law. If you are interested in one side or the other of this area of practice (labor/management) then be sure when you are doing your research that you also note the type of practice in which a firm concentrates.

Searches for employment should not be confined to the following links, as virtually every large organization has an employment arm in some form or another. Think broadly.

Federal Government

National Labor Relations Board (NLRB) administers the National Labor Relations Act, the primary law governing relations between unions and employers in the private sector. It is helpful to have taken Labor Law when applying as an attorney for the Cleveland Field Office. The NLRB comes on-campus during the spring. For career leads for summer internships, entry level attorneys and field officers positions see: www.nlr.gov/about_us/careers/

Equal Employment Opportunity Commission (EEOC) Investigates charges of discrimination dealing with age, disability, equal pay, national origin, pregnancy, race, religion, retaliation, sex, and sexual harassment. The Cleveland field office often posts positions on our online jobs database. For career leads for summer internships and entry level positions see www.eeoc.gov/soars/

U.S. Department of Labor Office of the Solicitor serves the entire Dept of Labor. For the honors program and to view current vacancy announcements www.dol.gov/jobs.htm. To view the locations of regional and branch offices see www.dol.gov/sol. Cleveland has a branch office which is listed under Chicago's regional office.

The DOL has many divisions:

Bureau of Labor Statistics www.bls.gov/bls/jobshome.htm

(includes all labor department openings & the major government job links)

Employment Standards Administration Wage & Hour Division www.dol.gov/esa

Occupational Safety and Health Administration www.osha.gov

Employee Benefits Security Administration www.dol.gov/ebsa

The Dept. of Labor's general jobseekers website links to many government opportunities: www.dol.gov/audience/aud-unemployed.htm

Federal Mediation & Conciliation Service: www.fmcs.gov

The Americans with Disabilities Act

www.usdoj.gov/crt/ada/

Office of Personnel Management Federal Employment of People with Disabilities

www.opm.gov/disability

State of Ohio Labor Links

Ohio Bureau of Workers Compensation

www.ohiobwc.com/

Ohio Civil Rights Commission

www.crc.ohio.gov/
Industrial Commission of Ohio
www.ohioic.com/
Ohio Jobs & Family Services
www.jfs.ohio.gov
State Departments of Labor: links other states
www.worklife.org/additionalresources.html.#fsdol

Union Organizations

Unions with greater than 100,000 members are listed below. Of course, there are many others that are looking for strong representation. Internet searches will provide links to them.

National Educations Association
www.nea.org/jobs/index.html
Service Employees International Union
www.seiu.org/jobs/index.cfm
United Food and Commercial Worker International Union
www.ufcw.org/ufcw_jobs/
American Federation of State, County and Municipal Employers
www.afscme.org/about/69.cfm
International Brotherhood of Teamsters
www.teamster.org
see www.teamster.org/resources/students/student.asp for scholarships
American Federation of Teachers
www.aft.org/about/jobs/index.htm
Laborers' International Union of North America
www.liuna.org/
International Brotherhood of Electrical Workers
www.ibew.org/
International Association of Machinists and Aerospace Workers
www.goiam.org/
Communications Workers of America
www.cwa-union.org/
United Brotherhood of Carpenters and Joiners Inc.
www.carpenters.org/
United Steelworkers of America
www.uswa.org/
Unite Here
www.unitehere.org/
International Union of Operating Engineers
www.iuoe.org/
United Association of Journeymen and Apprentices
www.ua.org/
National Association of Letter Carriers
www.nalc.org/
International Association of Firefighters
www.iaff.org/
American Postal Worker Union
www.apwu.org/index2.htm#

American Federation of Government Employees
www.afge.org/

Amagamated Transit Union
www.atu.org/

The American Nurses Association
www.nursingworld.org/uan/

Sheet Metal Workers International Association
www.smwia.org/

International Union of Painters and Allied Trades
www.iupat.org/

International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers
www.ironworkers.org/

Transport Workers Union of America
www.twu.org/

Bakery Confectionery Tobacco Workers and Grain Millers
www.bctgm.org/

American Association of Classified School Employees
www.ascse.org/

Screen Actors Guild
www.sag.org/sagWebApp/

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada
www.iatse-int.org/home.html

United Mine Workers of America
www.umwa.org/

International Union of Bricklayers and Allied Craftworkers
www.bacweb.org/

National Rural Letter Carriers' Association
www.nrlca.org/

National Postal Mail Handlers Union
www.npmhu.org/

Additional Labor & Employment Resources

Generate a List of Labor & Employment Attorneys in a Particular Location by using the following sources:

Martindale-Hubbell: www.martindale.com/SearchAdvanced.aspx highlight labor and employment section

Findlaw: www.findlaw.com/01topics/27labor/

BNA's The Labor Lawyer

www.bna.com/bnabooks/ababna/laborlawyer.htm

National Employment Lawyers Association (NELA)

www.nela.org

American Federation of Labor and Congress of Industrial Organizations (AFLCIO)

www.aflcio.org

International Labour Organization

www.ilo.org

Summer Fellowships

Some of the federal programs have summer fellowships that may encompass labor. Search for them at the password protected site of the Government Honors 7 Internship Handbook. This site is updated about twice a month, depending on the postings:

www.law.Arizona.edu/career/honorhandbook.cfm

You will need to contact the OCP for your password

Peggy Browning Fund has an extensive list of summer fellowships in labor organizations and nationwide job postings: **www.peggybrowningfund.org**

American Bar Association: **www.abanet.org/labor** refer to Outreach to Law Students

Local Employers with Labor & Employment Law as their primary focus:

Battle & Miller

www.lawyers.com/Battle&Miller

Kastner Westman & Wilkins (management side)

www.kwwlaborlaw.com

Little Mendelson, a national firm specializing in employment law:

www.littler.com

National Labor Relations Board

www.nlr.gov

Ross Brittain & Schonberg Co. L.P.A.

www.rbslaw.com

United Transportation Union

www.utu.org

Zipkin Whiting Co. L.P.A.

www.zipkinwhiting.com (plaintiffs representation)