Notice of Open Position

A Union of Professionals

August 2023

Job Title: Deputy General Counsel
Posting Number: MGT-63-54-0823-N
Department: Legal

Unit: Management
Supervisor: General Counsel
Annual Salary: $194,581.42

The American Federation of Teachers is a union of professionals that champions fairness; democracy; economic opportunity; high-quality public education, healthcare and public services for our students, their families, and communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through our members' work. The AFT believes that a culturally diverse workforce advances our mission, and we strongly encourage applications from under-represented communities of workers.

Position Summary: The Deputy General Counsel will assess, advise and counsel the AFT, its President and Officers, Executive Council and affiliate leadership regarding any general matters and legal issues including governance questions, internal elections, compliance with federal and state law as well as legal strategies pertaining to support or fight legislation or policies that impact members. The Deputy General Counsel will assist the General Counsel in performing the duties of the department, including representing the union before federal and state courts and agencies in connection with organizing, representation, and governance activities. This position shall also assist and advise the General Counsel and Human Resources Director in a confidential capacity with respect to employment and labor relations matters.

Position Responsibilities

• Representation of AFT, its affiliates and members in various federal and state litigations including coordination with outside counsel as needed.
• Representation of AFT, its affiliates and members in administrative proceedings before federal and state agencies including the NLRB, DOL, State PERBs, Department of Education.
• Management of legal department case load, lawyers, and staff.
• Management of AFT Defense Fund with AFT Executive Council Committee.

Position Requirements:

• Minimum five to ten years of experience as a practicing labor and employment lawyer with strong oral and written advocacy and communication skills.
• Thorough knowledge and experience in representing members and unions under the National Labor Relations Act, Labor Management Reporting and Disclosure Act and state and local public sector labor relations statutes.
• Full knowledge and experience in representing members and unions under Title VII, the ADA and the FMLA.
• Full knowledge and understanding of the First Amendment case law and how it impacts public sector members in K-12 and Higher Education as well as its impact on unions including the Janus case and its progeny and knowledge of Establishment and Free Exercise Clause case law as it impacts public sector unions.
• Knowledge of the differences in representing public sector unions and their members between bargaining and non-bargaining states.
• Familiarity with Education law including Title VI, Title IX, IDEA and FERPA as well as the role of state actors such as the department of education in setting policies that impact members.
• Experience in litigating cases on behalf of members and unions in federal and state courts.
• Experience with organizing and representing members in the K-12, higher education and health care sectors before the NLRB and state PERBs.
• Knowledge of the role of state education and health care licensure departments and their ability to discipline, suspend or sanction a member's license.
• Familiarity and experience in arbitrating cases on behalf of members and unions.
• Familiarity with federal campaign finance and lobbying law.

AFT is an Equal Opportunity Employer

The AFT is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

• Knowledge of coverage provided by various AFT insurance policies, including Occupational Liability, Union Officials, AD&D and Cybercrime.
• Familiarity with the not for profit organizations and lawyers who work for those organizations that AFT partners with in bringing litigation.

Beneficial Knowledge, Skills and Abilities:
• Familiarity with the role of the AFL-CIO and its jurisdiction over disputes between affiliates over organizing and representing existing members.
• Familiarity with the legal counsel at the AFL-CIO, AFSCME, NEA, SEIU and General Counsels for the largest AFL-CIO affiliates.
• Proven leadership ability in the AFT and with outside organizations.
• Knowledge of the AFT governance structure and top leadership.

Work Environment: The work is generally performed in an office environment. The position is place based in Washington, DC. Travel, evening and weekend work is required.

How to Apply:
Applicants should submit a cover letter and resume via https://www.appone.com/MainInfoReq.asp?R_ID=5675327

Internal Posting Period:
There is no internal posting period for this vacancy. Applicants will be considered as they apply.

AFT is an Equal Opportunity Employer
The AFT is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.