



## MILWAUKEE OFFICE

633 West Wisconsin Avenue, Suite 2000, Milwaukee, WI 53203

tel 414-278-7722 | toll-free 888-278-0633 | fax 414-278-7126

new caller/ intake 855-947-2529 | [www.legalaction.org](http://www.legalaction.org)

## INTERNSHIP ANNOUNCEMENT OUTREACH WORKER - FARMWORKER PROJECT MADISON OR MILWAUKEE OFFICE January 27, 2021

### LEGAL ACTION OF WISCONSIN, INC.

Legal Action of Wisconsin is a civil legal aid firm that provides free legal services to low-income people who would be otherwise denied access to legal justice. Legal Action is one of Wisconsin's largest law firms, with six offices in Milwaukee, Madison, Green Bay, Oshkosh, La Crosse, and Racine. Legal Action represents clients in five core practice areas: public benefits, housing, family, barriers to employment, and consumer law. Some of our special projects focus on representing farmworkers, veterans, elders, victims of crime, and victims of human trafficking. Our staff have a commitment to legal aid work and providing high-quality and aggressive representation to change our clients' lives and impact the law for everyone.

We have a focus on systemic advocacy and change: we push systemic change through both the court system and through legislative and policy work. Legal Action is the only Legal Services Corporation-funded program in the country connecting what our clients see on the ground and what our lawyers experience in the courtroom to legislative and policy work.

The Farmworker Project is a statewide initiative to ensure that migrant, seasonal, and year-round agricultural workers receive the wages they have earned, live and work in a safe environment, are recruited lawfully and fairly, and have access to public benefit programs. Potential clients include: a migrant worker who travels to Wisconsin from another state to work in food processing, a seasonal worker who does corn detasseling in July and August, or a year-round worker who milks cows at a Wisconsin dairy farm. Farmworker Project staff consists of three attorneys and one non-attorney advocate.

Legal Action believes that equal justice under law can only be achieved through the collaboration of a diverse staff. We strongly encourage applications from women, people of color, people who identify as LGBTQIA+, people with disabilities, and people with life experiences or educational backgrounds that add to the firm's diversity and our capacity to provide high-quality legal aid.

### **BACKGROUND**

Farmworkers face historical and structural barriers that make it difficult for them to access legal and community services. Additionally, these barriers lead to unique legal problems that agricultural workers must confront, including:

- Failure to be paid minimum wage for their work or not being paid at all, among other worker rights issues.

*Serving Milwaukee and Waukesha Counties*

**Green Bay Office** Brown, Calumet, Door, Kewaunee, Manitowoc, and Outagamie Counties

**La Crosse Office** Buffalo, Crawford, Grant, Jackson, Juneau, La Crosse, Monroe, Richland, Trempealeau, and Vernon Counties

**Madison Office** Columbia, Dane, Dodge, Green, Iowa, Jefferson, Lafayette, Rock, and Sauk Counties

**Farmworker Project** Statewide

**Oshkosh Office** Adams, Fond du Lac, Green Lake, Marquette, Ozaukee, Sheboygan, Washington, Waushara, and Winnebago Counties

**Racine Office** Kenosha, Racine, and Walworth Counties

tel 920-432-4645 | toll-free 800-236-1127

tel 608-785-2809 | toll-free 800-873-0927

tel 608-256-3304 | toll-free 800-362-3904

tel 608-256-3304 | toll-free 800-362-3904

tel 920-233-6521 | toll-free 800-236-1128

tel 262-635-8836 | toll-free 800-242-5840

- Recruitment abuses and unexpected changes in the employment contract.
- Substandard health and safety conditions in workplace and employer-provided housing.
- Confusion about immigration status, immigration laws, and governmental procedures.
- Denial of equal access to public benefits, services, and accommodations.

### **KEY RESPONSIBILITIES**

This outreach worker position is a part-time (20 hours per week) temporary position with the Legal Action Farmworker Project. For summer 2021, we expect an outreach worker to start employment June 1<sup>st</sup> and finish employment at the latest by August 27<sup>th</sup>. An outreach worker can be based in the Madison or Milwaukee Legal Action offices, though some remote work is possible.

An outreach worker will support Farmworker Project's outreach efforts to reach agricultural workers throughout Wisconsin. Outreach is the primary way that the Farmworker Project gets in contact with agricultural workers. Outreach may take place at farmworker housing, in community education presentations, through social media and radio, and includes the development of outreach materials like flyers and videos. Face-to-face visits to farmworker housing and other locations frequented by agricultural workers involve driving to worker housing, informing workers about their rights, passing out information on their rights, talking with workers about their living and working situation, and completing intakes regarding any legal problem workers may be experiencing. An Outreach Worker should expect to do outreach visits 1-2 evenings per week. All outreach visits will follow strict COVID-19 protocols and frequency of visits is subject to change depending on COVID-19 conditions.

In addition to outreach visits, an Outreach Worker should expect to create and update legal education materials, and maintain reports and mapping related to outreach and educational presentations. Experience in producing social media posts, including graphics, written content, videos, etc. is helpful. To a lesser degree, an Outreach Worker may assist Farmworker Project attorneys and other full-time staff in client communication. An Outreach Worker will be expected to communicate with clients in English and Spanish.

### **EXPOSURE AND TRAINING OPPORTUNITIES**

An outreach worker will receive continued training on how to conduct outreach effectively and safely. Additionally, an outreach worker will be offered introductory training in the laws that protect the rights of farmworkers, including Wisconsin's Migrant Code, the Fair Labor Standards Act, the Agricultural Worker Protection Act, and immigration related remedies for victims of labor trafficking and other workplace-related crimes. An Outreach Worker is invited to attend a regional training with farmworker advocates from around the Midwest.

### **PHYSICAL DEMANDS AND WORK ENVIRONMENT**

Office work involves sedentary work, including sitting at a desk on a computer for an extended period of time. While performing the duties of this job, the employee is regularly required to stand, sit, talk, hear, and use hands and fingers to operate a computer and/or laptop keyboard and use a telephone. Specific vision abilities required for this job include close vision requirements due to computer work. Drives a motor vehicle while seated for extended periods of time.

Light walking and standing for extended periods of time when during field visits when distributing information, interviewing workers, or giving presentations. Walking on uneven surfaces during fieldwork and ascending and descending stairs during field visits. Ability to lift up to 20 pounds. The work environment can vary from a controlled office to an outdoors environment in an agricultural or farm setting.

## **QUALIFICATIONS**

- Ability to easily and clearly communicate (verbally and written) in Spanish.
- Availability to work 2-3 evenings per week. Outreach workers will have the option of mornings off and/or a shorter work week to work during the evening hours.
- Possess a Valid Driver's license (car not required). Legal Action provides mileage reimbursement for staff who use their own vehicles. You must be over 21 years to rent a car through Legal Action's Enterprise Account.

## **COMPENSATION AND TERMS OF EMPLOYMENT**

The Outreach Worker position is a part-time (20 hours per week) temporary position with the Legal Action Farmworker Project. An Outreach Worker should expect to work 1-2 evenings per week. An Outreach Worker has the option of being paid (\$14 per hour) or enrolling in externship courses to receive course credit. As a temporary employee, the Outreach Worker is not eligible for any paid leave or health insurance benefits.

For summer 2021, we expect an Outreach Worker to start employment on **June 1, 2021** and finish employment at the latest by August 27<sup>th</sup>. It is possible that both Legal Action and the Outreach Worker could decide to enter an additional term of employment after **August 27, 2021**.

## **HOW TO APPLY**

Applicants must submit the following application materials via Legal Action of Wisconsin's online applicant portal by using this link [Outreach Worker – Farmworker Project](#):

- Resume
- Cover Letter
- Provide the names and contact information for three professional references.

**Please submit and upload all the documents required. If the required documents are not submitted on or before the deadline, your application will be considered incomplete and we will not be able to consider you for this Outreach Worker position.**

## **DEADLINE TO APPLY**

Deadline to apply the Outreach Worker - Farmworker Project position is Friday, March 5, 2021.

If you have Any Questions Regarding the Outreach Worker - Farmworker Project position, please contact:

- Project Manager, Mariah Hennen, 414-274-3076, [mkh@legalaction.org](mailto:mkh@legalaction.org)